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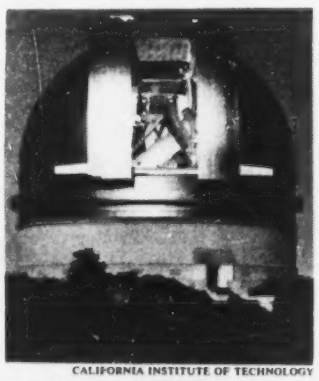
News Summary

Articles on inside pages



CALIFORNIA INSTITUTE OF TECHNOLOGY

California astronomers have launched a campaign against San Diego's plan to erect street lamps whose light could interfere with telescopes at Mount Palomar (above) and Mount Laguna. Story on Page 5.

As stockholders, some universities are beginning to support resolutions that question corporations' production of nuclear weapons. Story on Page 11.

Six states report they met the deadline for submitting updated college-desegregation plans to the federal government. Story on Page 13.

A bill to enable private lenders and state agencies to consolidate student loans may soon be introduced in the Senate. Story on Page 19.

A corrected version of a listing of 1982-83 salaries of faculty members at U. S. colleges and universities begins on Page 21.

A federal court has ruled that the United States Football League's ban on hiring undergraduates violated antitrust law. Story on Page 31.

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REACTION CALLED PREDICTABLE

Andropov Assails U.S. for Quitting UNESCO, Promises to Back Agency

BY MALCOLM G. SCULLY

PARIS

President Yuri V. Andropov of the Soviet Union last week condemned the American decision to withdraw from the United Nations Educational, Scientific, and Cultural Organization and said his country would continue to support the controversial agency.

In a letter to Amadou Mahtar M'Bow, UNESCO's director general, Mr. Andropov accused the Reagan administration of exacerbating international tension.

According to Tass, the Soviet press agency, Mr. Andropov said, "Millions of people are realizing ever more clearly that the source of tension is the imperialist course of the U.S. Administration." He accused the United States of "viewing the whole globe as its sovereign possession and arrogating to itself the right to impose on others certain ways of life."

Propaganda Advantage Sought

An official in the American delegation to UNESCO here said that Mr. Andropov's reaction was predictable and that the United States had expected the Soviet Union to try to gain a propaganda advantage from the American decision.

He added that any official reponse to Mr. Andropov's statement would have to come from the State Department or the White House.

While such officials had little comment on Mr. Andropov's letter, they have referred in the past to American concern that Mr. M'Bow, the director general, had grown increasingly anti-Western and pro-Soviet in recent years.

They accused him of cooperating with the Russians to have pro-Soviet candidates elected to UNESCO's executive board and of backing a Soviet proposal that, critics say, would make it more difficult for individuals to file complaints with UNESCO over violations of their human rights.

Third-World Reaction

American officials also said several countries, including some from the third world, had privately applauded the U.S. decision to withdraw, although none publicly praised the action. Most Western governments, while agreeing with some of the American criticisms of UNESCO, called for reform within the agency rather than withdrawal from it.

The United States served notice last December 28 that it planned to withdraw from UNESCO by the end of 1984. In its announcement, the State Department charged that UNESCO had:

► "Extraneously politicized virtually every subject it deals with."

► "Exhibited hostility toward the basic institutions of a free society, especially a free market and a free press."

► "Demonstrated unrestrained budgetary expansion."

UNESCO's executive board is scheduled to consider reponses to the American announcement at its next meeting, May 9, in Paris.

Campus Reactors Seen as Targets for Terrorists

Storage of high-grade fuel a security risk, expert says

WASHINGTON

More than 20 university-operated nuclear-research reactors, powered by highly enriched uranium, could be easy targets for terrorists intent on stealing their fuel for nuclear weapons, a scientist has told the Nuclear Regulatory Commission.

Theodore B. Taylor, president of the Nuclear Control Institute here, told the agency's commissioners at a public hearing that security around those facilities might not be adequate to prevent the diversion or theft of the high-grade uranium, which is an essential ingredient in the construction of nuclear weapons and could be sold on the black market for more than $100,000 per kilogram.

"All these considerations leave me greatly concerned about the possibility of theft of as little as one kilogram of highly enriched uranium, which is generally only a fraction of the quantity that is used to fuel research reactors," he said.

Mr. Taylor, a physicist formerly at the University of Califonia's Los Alamos National Laboratory and a member of the panel that examined the accident at Three Mile Island, urged the commission to require universities to convert their reactors to lower grades of fuel not useful in making nuclear weapons. He added that there was

Continued on Page 7, Column 3

Rapid-Growth Genes Could Yield 'Super Livestock'

Scientists eye prospects for genetic-engineering technique that now produces large mice

By KIM McDONALD

ATHENS, OHIO

Imagine the possibilities:

► Giant sheep, cattle, and poultry that eat normal amounts of feed but grow faster and put less fat and more protein on their bodies than do ordinary livestock.

► Pigs that produce mammoth pork chops at no extra charge to the farmer.

► Dairy cows that can, at the farmer's command, increase their milk production 30 per cent over normal amounts with the simple addition of a harmless chemical to their feed.

Such "super livestock" may well become the mainstay of farms of the future if scientists can find ways to engineer genetically in food-producing animals the same kinds of rapid-growth traits that they have recently transferred to mice.

In the past two years, researchers have successfully incorporated in fertilized mouse eggs genes that control the production of growth hormone in rats and humans. As a result, they have produced "super mice" that have grown more than twice as large as their litter mates without the genes. And within the next three to five years, predicts Thomas E. Wagner, a professor of chemistry at Ohio University here, scientists should achieve their first success with this technique in sheep, pigs, or cattle.

'No Question About It'

"It will work," he says confidently; "there's no question about it."

Already, several laboratories around the world, including Mr. Wagner's, are competing with one another to be the first to perform this important feat—a development that could eventually have a major impact on the country's agriculture by allowing farmers to produce livestock that grow faster and bigger and that more efficiently convert feed into meat.

"If you can dramatically affect the number of pounds of feed it takes to put a

Continued on Page 8, Column 1

1984-85 Budget: More Money for Research

The Reagan Administration's budget for fiscal 1985 calls for an increase in spending for basic scientific research on college campuses—to nearly $4-billion—but also seeks to require students and their parents to pay more of the cost of a college education. Other highlights:

▪ A 20.3-per-cent increase in funds for Fulbright and other international exchange programs, to $20.3-million.

▪ Reduced spending for health-professions education and for the arts and humanities endowments.

Details of those and other budget proposals begin on Page 13.

A political scientist, analyzing the budget process, says the first priority of budget planners should be to reduce the federal deficit. Story on Page 5.

More Universities Backing Anti-Nuclear Measures at Stockholder Meetings

By JACK MAGARRELL
WASHINGTON

As stockholders entitled to vote at corporation meetings, more and more colleges and universities are supporting resolutions that question the production of nuclear weapons.

Such institutions are still in the minority, however, and most of them have supported resolutions that would require corporations to report on their nuclear-weapons business, as opposed to resolutions that would have them stop producing the weapons.

Colleges may also find nuclear-weapons issues on fewer agendas during the coming spring season of shareholder meetings.

Last year, nuclear-weapons issues were voted on at the meetings of at least 10 major corporations, with colleges and universities among the voters on both sides, according to a tabulation by a nonprofit research organization.

The Investor Responsibility Research Center here, established by institutional investors to study social and public-policy issues, reported last week that fewer resolutions opposing corporations' involvement in nuclear-weapons production are expected this year, in part because the federal government has made it harder for sponsors to get such resolutions considered by stockholders.

SEC Tightens Rules

New rules adopted in the past year by the Securities and Exchange Commission limit resolutions to those whose sponsors have held at least $1,000 worth of stock for at least a year. A resolution that does not receive at least 5 per cent of the votes one year cannot be submitted the next year, a change from the previous minimum of 3 per cent. To be considered a third time, a resolution must receive 8 per cent of the vote on its second round, a change from the previous 6 per cent.

Another reason for fewer nuclear-weapons resolutions this year, the Investor Responsibility Research Center reported, is that some church groups that had sponsored such resolutions in the past have sold their stock in weapons-related companies during the past year.

According to an I.R.R.C. survey of institutional investors—including church groups, foundations, insurance companies, and banks, as well as colleges and universities—support for anti-weapons resolutions rose from 6 per cent in 1981 to 12 per cent in 1982 and to 18 per cent in 1983.

Kenneth A. Bertsch, program director of the center's defense project, said the institutional investors' interest in nuclear issues appeared to be continuing this year.

Guide to Arms Industry

Prompted by inquiries from colleges and other institutional investors, the center has published a guide to the nuclear weapons industry, examining the extent and nature of an expanding segment of the American economy. Orders for nuclear weapons and related equipment in 1983 amounted to at least $30-billion, the center found.

The center's report, *The Nuclear Weapons Industry*, written by Mr. Bertsch and Linda S. Shaw, a research analyst, identifies the top 20 nuclear-weapons contractors and gives detailed descriptions of nuclear-related activities of 26 leading companies in the field.

Among the issues analyzed by the report is the effect that a nuclear freeze, halting expansion of the nuclear arsenal, would have on the industry. The center estimated that the 19 Defense Department contractors described in its report would have lost up to $3.2-billion in 1981—or 10 per cent of their defense contracts—if a freeze had been in effect.

Mr. Bertsch said most institutional investors had not supported resolutions that attempt to get corporations out of the business of producing nuclear warheads. Resolutions calling on corporations to issue reports on their weapons production were more likely to receive support from such shareholders, he said.

That is similar to the approach recommended last year by Harvard University's Advisory Committee on Shareholder Responsibility.

Advice for Harvard Board

The Harvard committee, with members representing alumni, faculty members, and students, recommended to the university's governing board that the institution's stock be voted in favor of shareholder resolutions that call for studies of a corporation's nuclear-related research and manufacturing.

On resolutions calling on corporation to cease producing nuclear weapons or to stop bidding on contracts for such production, the advisory committee recommended that the university abstain.

Nancy E. Kossan, secretary to the advisory committee, said the Harvard governing board had not formally adopted the recommendations but "in most instances they followed those operating principles."

William S. Reed, treasurer of Williams College and a member of its Advisory Committee on Shareholder Responsibility, said his institution had not adopted general policies on how to cast shareholder votes but considered the resolutions on a case-by-case basis.

Awareness of nuclear issues is high on the Williams campus, Mr. Reed said. Last month student organizations sponsored a two-day conference on nuclear weapons and defense policy. How college officials handle the shareholder resolutions dealing with nuclear weapons will be carefully watched, he said.

Among the resolutions proposed this year is one that asks the directors of Rockwell International Corporation to consider objections to nuclear-weapons manufacturing in light of principles set out at the Nuremberg trials of Nazi war criminals.

The same resolution, sponsored by six church groups, received 3.7 per cent of the votes at the Rockwell shareholders' meeting last year—before the 5-per-cent limit for resubmission took effect. Among 10 institutions voting against it was the College Retirement Equity Fund.

The Investor Responsibility Re-

Continued on Following Page

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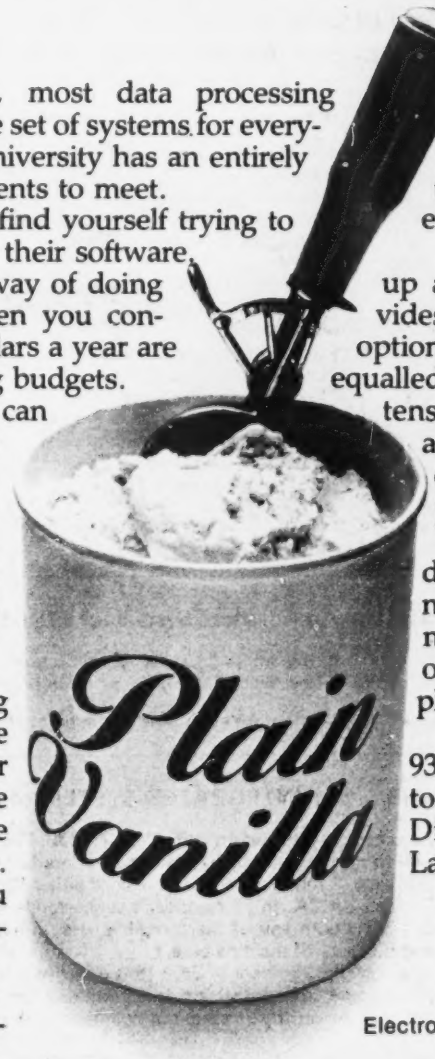

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Anti-Nuclear Measures

Continued from Preceding Page

search Center said the church groups were attempting to get a resolution considered again this year that received more than 3 per cent but fewer than 5 per cent of the votes at last year's meeting of the American Telephone & Telegraph Company. That resolution asked the company not to renew its government contract for managing the Sandia National Laboratories. Thirteen institutions, including Oberlin College, voted for the resolution; 33, including the Johns Hopkins University and the College Retirement Equities Fund, voted against it; and 7, including Cornell University, Harvard University, Pomona College, and Yale University, abstained.

Proposals at 1983 Meetings

Other nuclear-weapons issues voted on at shareholder meetings last year, according to the center's tabulation, included:

► Allied Corporation: A resolution sponsored by the Sisters of Loretto asked the directors to call a special meeting to consider the corporation's involvement in the production of nuclear weapons. The resolution received 2.9 per cent of the votes, but no support from colleges was reported.

► General Dynamics Corporation: A resolution asking the company to withdraw its bid to manufacture cruise missiles received less than 1 per cent of the vote.

► General Telephone & Electronics Corporation: A resolution sponsored by 18 church groups asked the company to organize a committee to assess the MX missile project and develop plans for alternative use of MX facilities. The proposal received 3.8 per cent of the votes. Four colleges and universities supported the resolution; eight opposed it.

► General Electric Company: A resolution sponsored by 41 church groups asked the company to consult with experts on a bilateral freeze proposal and to decline to accept or renew contracts for production of nuclear weapons. Four colleges and universities supported the proposal; 10 oppose it and five abstained.

► International Business Machines Corporation: Twelve church groups sponsored a resolution asking the corporation to establish social, economic, and ethical criteria for deciding whether to accept military contracts. The measure received 2 per cent of the votes, including support from six colleges and universities. Fourteen educational institutions opposed it and four abstained.

► McDonnell Douglas Corporation: A resolution asking the company to withdraw its bid to manufacture the Tomahawk cruise missile received 1.8 per cent of the shareholders' votes. It received no reported support from colleges or universities; one voted against and one abstained.

► Monsanto Corporation: A resolution sponsored by eight church groups received 1.8 per cent of the votes. It was supported by two colleges, opposed by four; while three educational institutions abstained.

► TRW, Inc. Six church groups sponsored a resolution asking the corporation to end its MX missile contract. The measure received 2.6 per cent of the votes. Two educational institutions supported it; one opposed.

► Union Carbide Corporation: A resolution sponsored by 10 church groups commended the corporation for its 1982 decision to withdraw as manager of the Y-12 nuclear-weapons components plant. The measure recieved 1.8 per cent of the votes. Two colleges voted for it; three against; one abstained.

Top 20 Contractors

The center's study listed the following as the 20 public corporations with the most prime contracts for primary nuclear warfare systems, with the amount of such contracts shown for fiscal 1981, based on nonsecret contract listings of the Defense Department and Energy Department:

1. Boeing	$1,310,000,000
2. Lockheed	914,000,000
3. Rockwell International	804,000,000
4. General Dynamics	703,000,000
5. Martin Marietta	546,000,000
6. AT&T	537,000,000
7. EG&G, Inc.	399,000,000
8. Allied	376,000,000
9. Du Pont	374,000,000
10. General Electric	354,000,000
11. Union Carbide	275,000,000
12. Singer	165,000,000
13. Tenneco	160,000,000
14. Northrop	147,000,000
15. General Tire & Rubber	136,000,000
16. Westinghouse	135,000,000
17. TRW	130,000,000
18. Honeywell	127,000,000
19. Monsanto	107,000,000
20. GTE	106,000,000

The 405-page report, *The Nuclear Weapons Industry*, is available to nonprofit organizations and individuals for $22 and to institutions and corporations for $45 from I.R.R.C., Suite 900, 1319 F St., N.W., Washington 20004. The I.R.R.C. report, *How Institutions Voted on Shareholder Resolutions in the 1983 Proxy Season*, is available for $25 per copy.

SUNY Appeals Court's Reinstatement of Student Suspended for Cheating

The State University of New York's College at Cortland is appealing a state judge's decision to reinstate a student who was suspended for one year for academic dishonesty and to require that disciplinary hearings for students be made more formal.

Judge Albert E. Trait, Jr., ruled last year that the Constitution's due-process provisions required that complete records be made during disciplinary hearings and that students be allowed to bring lawyers to them.

The American Council on Education filed a friend-of-the-court brief in the case, *Moresco* v. *Clark*, challenging Judge Trait's order as an "unwarranted and unnecessary interference" with a college's right "to devise appropriate procedures for handling cases of academic dishonesty." It also attacked the ruling as "a procedural straitjacket of detailed rules more appropriate for an adversarial, criminal trial than for an on-campus hearing before a student-faculty hearing board."

The A.C.E.'s brief argued that "due process is a flexible, not a rigid, concept." Cortland's disciplinary procedures, though designed to minimize "quasi-criminal trial influences," were "fundamentally fair" and "ensured reliable fact-finding." Thus the procedures "fully comply with the requirements of due process in an academic setting," the brief said.

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* Applications software and services are also available separately without purchase of hardware from MDDC.

Note Pad

President Reagan's plan to spend $8-billion during the next decade to construct a permanent, manned orbiting space station has stimulated the interest of researchers at Texas A&M University, who hope their institution will be selected by the National Aeronautics and Space Administration to manage a scientific laboratory in space.

Researchers at the university's engineering experiment station, which has received major contracts from NASA to conduct studies on the space shuttle, say they hope to "develop a dominant space research and technology program" to assist in developing a manned space station.

But some researchers at other institutions are less enthusiastic about Mr. Reagan's plan and say a manned station is "simply unnecessary." They argue that the large expenditures required for manned space programs may take money away from NASA's research programs, and that the agency's money could be better spent by investing money in automated spacecraft.

"We will be able to do better experiments with automation and remote articulation," says Von Eshleman, director of the Center for Radar Astronomy at Stanford University. "Robots, sensors, and more sophisticated adaptive computer equipment will be able to do whatever jobs people could do in a spacecraft," he said.

•

For the first time since the Nixon Administration, the Leadership Conference on Civil Rights has urged the Senate to reject a Presidential nominee. Representatives of the coalition of civil-rights, labor, and church groups last week urged the rejection of Presidential Counselor Edwin Meese, III, as Attorney General.

Fighting Mr. Meese's nomination is a "top priority" of the conference, said Joseph L. Rauh, Jr., the organization's lawyer.

Said Ralph G. Neas, executive director of the conference, "We do not believe Ed Meese, as the nation's chief law-enforcement officer, would enforce, vigorously and objectively, our nation's civil-rights laws.

"He represented the radical right in the White House, and we do not want him to represent the radical right in the Department of Justice," Mr. Neas added. Mr. Meese has been criticized by civil-rights advocates for his role in controversies over tax breaks for discriminatory private schools and colleges and the restructuring of the U.S. Commission on Civil Rights.

The Leadership Conference has challenged Presidential nominations on only a few occasions. It opposed President Nixon's nomination of Clement Haynsworth to the Supreme Court in 1969 and that of G. Harrold Carswell in 1970. The Senate refused to confirm both nominees, after they met with wide opposition from equal rights and legal groups.

Despite the Leadership Conference's objections to Mr. Nixon's nomination of Justice William H. Rehnquist to the Court in 1971, Mr. Rehnquist was confirmed.

Washington

Reagan Budget Seeks Increases for Research, Asks Parents to Bear More of College Costs

WASHINGTON

President Reagan's budget for fiscal 1985, delivered to Congress last week, would substantially boost the government's spending for basic scientific research on college campuses, but it also repeats last year's attempt to require students and their parents to pay more of the cost of a college education.

The spending blueprint for the fiscal year that begins October 1 calls for a 15-per-cent increase in GI Bill benefits and an extra $250-million for programs to improve the quality of teachers and instruction in public schools.

It would increase funds for Fulbright and other international exchange programs by $20.3-million, an increase of 20.3 per cent.

But it also would reduce spending on health-professions education by 45 per cent, trim appropriations for the arts and humanities endowments by 11 per cent and 10 per cent respectively, and eliminate support for several small Education Department programs aiding college libraries, international education, and women's educational equity.

Mr. Reagan's proposals are sure to face rough sledding on Capitol Hill in this election year, particularly because his $926-billion budget does not include sufficient tax increases or spending cuts to avoid an anticipated deficit of more than $180-billion in fiscal 1985.

Congressional leaders quickly pointed to the proposed $313.4-billion defense budget as a sure target for cutbacks. The budget, which would provide a 9-per-cent increase in defense spending after allowing for inflation, was denounced by House Speaker Thomas P. (Tip) O'Neill, Democrat of Massachusetts, as "lavish, ridiculous spending," and by Sen. Mark O. Hatfield, the Oregon Republican who chairs

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Examples of How Reagan Proposals Would Affect Student Aid

For a family making $10,000 a year

	College Cost: $2,500		College Cost: $5,000		College Cost: $9,000	
	NOW	PROPOSED	NOW	PROPOSED	NOW	PROPOSED
Student loans	$ 0	$ 0	$1,010	$ 660	$4,260	$3,160
Pell Grant	1,250	1,500	1,900	2,250	1,900	3,000
Other grants	0	0	750	750	1,500	1,500
Student earnings	1,250	1,000	1,340	1,340	1,340	1,340
Family contribution	0	0	0	0	0	0

For a family making $15,000 a year

	College Cost: $2,500		College Cost: $5,000		College Cost: $9,000	
	NOW	PROPOSED	NOW	PROPOSED	NOW	PROPOSED
Student loans	$ 0	$ 0	$1,010	$ 660	$4,260	$3,160
Pell Grant	1,250	975	1,575	1,725	1,575	2,475
Other grants	0	0	750	750	1,500	1,500
Student earnings	925	1,000	1,340	1,340	1,340	1,340
Family contribution	325	525	325	525	325	525

For a family making $20,000 a year

	College Cost: $2,500		College Cost: $5,000		College Cost: $9,000	
	NOW	PROPOSED	NOW	PROPOSED	NOW	PROPOSED
Student loans	$ 0	$ 0	$1,010	$ 660	$4,260	$3,160
Pell Grant	1,065	160	1,065	910	1,065	1,660
Other grants	0	0	750	750	1,500	1,500
Student earnings	600	1,000	1,340	1,340	1,340	1,340
Family contribution	835	1,340	835	1,340	835	1,340

For a family making $25,000 a year

	College Cost: $2,500		College Cost: $5,000		College Cost: $9,000	
	NOW	PROPOSED	NOW	PROPOSED	NOW	PROPOSED
Student loans	$ 0	$ 0	$1,010	$ 660	$4,260	$3,160
Pell Grant	465	0	465	0	465	725
Other grants	0	0	750	750	1,500	1,500
Student earnings	600	275	1,340	1,340	1,340	1,340
Family contribution	1,435	2,225	1,435	2,225	1,435	2,225

SOURCE: DEPARTMENT OF EDUCATION

6 States Submit Reports to Education Dept. on Progress of College Desegregation Plans

By CHARLES S. FARRELL

WASHINGTON

Six states that were required to give the government updated reviews of their college desegregation plans reported they met a court-imposed deadline last week, with most describing at least some progress toward their goals.

In submitting their reviews to the Department of Education here, Arkansas, Florida, Georgia, North Carolina, Oklahoma, and Virginia met the second deadline imposed on them last March by Judge John H. Pratt of the U.S. District Court for the District of Columbia.

Earlier the six states, along with several others, had met initial deadlines set by Judge Pratt to develop acceptable college-desegregation plans or face the loss of federal education money.

The Education Department's Office for Civil Rights approved desegregation plans for the six states last fall, but all were required to demonstrate by February 1 "substantial progress" toward their goals.

The Office for Civil Rights now has until April 1 to examine the data submitted by the states and determine whether or not progress has been made. Should the office decide that any of the states had failed, they could lose their federal education funds, effective September 15.

Deadline 'Completely Unrealistic'

Education officials in several of the states complained about the short time between the acceptance of their plans and date on which they had to provide progress reports.

Said Delores A. Auzenne, special assistant to the chancellor of the board of regents for the University of Florida system, "It has been a herculean task to implement all the measures between the end of September and now, and then to turn around and try to evaluate them. When you're talking about changes that involve attitudes and college-attendance patterns, that's just completely unrealistic.

"Nevertheless, I'm glad we can say a lot has been accomplished."

Ms. Auzenne said first-time enrollment of black students within the Florida system had increased 9 per cent from a year ago, in line with the state's goals, but recruitment of black faculty members showed only a modest increase.

The faculty recruitment is lagging because of a limited pool of blacks with doctoral degrees, she said, adding that even when qualified candidates can be located, "we are not able to compete with private industry and other higher-education institutions." She added, however, that 4 per cent of the faculty members are blacks

Continued on Page 19, Column 1

Budget

Continued from Preceding Page

the Senate Appropriations Committee, as "outrageous."

With Democrats preparing their own proposals for cutting the deficit, it was virtually certain that lawmakers would shift some funds from defense to domestic and social programs when they approve appropriations bills later this year.

The President's budget would provide about $4-billion for basic research at universities, as part of a 12-per-cent increase in funds for basic scientific studies. Areas receiving special emphasis would include biotechnology, engineering, and high-energy physics.

Mr. Reagan proposed only a 2-per-cent boost in the budget of the National Institutes of Health, however. He requested a similar increase for the current year, but Congress raised his $3.8-billion request to nearly $4.48-billion. The lawmakers are expected to be more generous again for fiscal 1985.

They are also expected to increase the President's requests for the politically popular arts and humanities endowments and to be less zealous than the President in trimming spending for health-professions education.

The budget of the Education Department would increase slightly in the coming fiscal year, from the $15.4-billion Congress appropriated for the current year to $15.5-billion in fiscal 1985. Mr. Reagan would provide less than 1 per cent more funds for the coming year, but the amount represented a substantial increase over the $13.2-billion he originally wanted for fiscal 1984.

Both Education Department officials and lawmakers indicated the request reflected the increased public attention that education has gained in the past year in the wake of a variety of reports critical of the nation's public schools and teachers.

The budget sent to Congress last week repeated many budget requests that lawmakers ignored last year. Those included plans to limit Pell Grants to very-low-income students and force other students to rely more on work and loans, as well as a proposal to authorize education savings accounts to allow parents to put aside money for their children's college education without paying taxes on it.

—CHERYL M. FIELDS

THE 1984-85 FEDERAL BUDGET:

Student Aid

In a renewed drive to restructure the government's student-aid programs, the Reagan Administration proposed to increase College Work-Study funds by $295-million in fiscal 1985 as a key part of a "self-help" plan to require students to pay more of their own educational costs.

The "self-help" proposals stem from the Administration's belief that increases in federal financial aid in recent years have diminished the sense of responsibility that students and their families feel for financing a college education.

The proposals would, in effect, require students to turn first to federal work-study and loan programs, and to receive Pell Grants only if those sources of aid were insufficient.

President Reagan advanced similar "self-help" proposals in his 1984 fiscal budget, but Congress refused to make major changes in the student-aid programs. Education Department officials said they were renewing their proposals because the legislators had not given them as much serious consideration as they deserved.

Representatives of college organizations, as well as education leaders on Capitol Hill, pronounced the aid proposals "a rerun" of last year's and predicted they would again have difficulty winning passage.

The Action Committee for Higher Education, which represents a coalition of Washington-based higher-education groups, said the President's budget would reduce the funding for need-based student-aid programs from $3.9-billion in 1984 to $3.6-billion in 1985 and eliminate 797,000 awards to undergraduate and graduate students.

No Money for 4 Programs

The $295-million increase that the President is seeking for College Work-Study means the program would receive $850-million in the fiscal year beginning October 1, compared to $555-million this year. The increase would come at the expense of several programs for which no funds were requested—Supplemental Educational Opportunity Grants, National Direct Student Loans, State Student Incentive Grants, and Cooperative Education.

The President tried unsuccessfully to end those programs last year.

In a new twist, colleges would be allowed to shift up to 50 per cent of their work-study funds to supplemental grants, as opposed to the 10 per cent allowed under current law.

Edward M. Elmendorf, Assistant Secretary for postsecondary education, said in an interview that an institution also could use up to $100,000 of its allotment for a number of other activities, including cooperative education, job-development centers, and adult-literacy programs.

Under the President's budget, overall spending for student aid would increase from $6.2-billion in 1984 to $6.5-billion in 1985, due largely to a $586-million increase in the Guaranteed Student Loan program. The budget for the guaranteed loans would climb from $2.3-billion to $2.8-billion, and department officials said they expected 110,000 new borrowers to apply for such loans in 1985.

Spending on other financial-aid programs, however, would drop $333-million, to $3.6-billion.

290,000 Fewer Pell Grants

Besides beefing up funds for work-study, the "self-help" proposals would raise the maximum Pell Grant from $1,900 to $3,000, in an effort to allow needy students to attend more expensive colleges. Many students who qualified for a grant would receive large awards, but 290,000 fewer grants would be dispensed.

Under the Administration's plan, 80 per cent of all Pell Grants would go to students from families with incomes of $12,000 or less. At present, 74 per cent now go to such students.

The Administration also would require all Guaranteed Student Loan applicants to show financial need before receiving a loan. Now, only students whose families have adjusted gross incomes of more than $30,000 must undergo a "need analysis."

In addition to Pell Grants, students could receive up to a $2,000 Supplemental Grant, if their colleges chose to use work-study funds for that purpose. But their total aid packages could not exceed $4,500 or 60 per cent of their education costs, whichever was smaller.

Under the self-help plan, in order to receive a Pell Grant, students would be expected to come up with the other 40 per cent—or a minimum of $500—of their educational expenses through work and loans.

Families would be required to contribute toward their children's education, depending on their income level, before the students could qualify for a grant. (For examples, see table, Page 13.)

While the maximum Pell Grant would increase to $3,000 to give low-income students a greater choice of colleges, the number of grant recipients would decrease from 2.6 million to 2.3 million. The average grant would be $1,220.

Other features of President Reagan's spending plan include:

► A requirement that state loan agencies guarantee 20 per cent of all new loans they make as a way to make states share the cost of the Guaranteed Loan program and to encourage them to reduce the default rate. The federal government would insure the remaining 80 per cent.

► Renewal of another idea advanced last year—tax incentives to encourage low- and middle-income families to save for their children's college educations. Families could save up to $1,000 per year in an Education Savings Account, and interest or dividends would be tax-free.

The plan did not pass Congress last year, but Mr. Elmendorf said he hoped the lawmakers would reassess the idea, which he said has gained support as students and their families became more familiar with it.

Colleges Voice Concern

Some college and university representatives expressed concern about raising the maximum Pell Grant award at the expense of reducing the number of recipients, as well as about repealing the State Student Incentive Grant, the Supplemental Educational Opportunity Grant, and the National Direct Student Loan programs.

Peter J. Gossens, director of governmental relations for the National Association of Independent Colleges and Universities, which has been considering ways to restructure federal aid programs to help students who attend private institutions, said his organization was pleased with the Administration's "self-help" proposal. But, he said, the group will closely study the ramifications of the proposal to allow institutions to use up to 50 per cent of their work-study funds for Supplemental Grants.

Mr. Gossens said he was concerned over the proposal's cost to colleges. Institutions would receive larger work-study allocations, but they would have to come up with the funds to match 20 per cent of the increased amounts.

Students from middle-income families would suffer the most under the Administration's proposal to eliminate three need-based programs and funnel Pell Grants only to students from families earning $12,000 or less, said an aide to Rep. Paul Simon, Democrat of Illinois and chairman of the House Subcommittee on Postsecondary Education.

Mr. Simon, who plans to introduce legislation at the end of this month to re-authorize the Higher Education Act, said the President's proposals could prevent hundreds of thousands of students from attending college.

—DONNA ENGELGAU

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THE 1984-85 FEDERAL BUDGET:

Science

President Reagan's budget for fiscal 1985 seeks substantial increases for basic scientific research for the second straight year. It continues a policy of limiting support for applied research and development programs.

Overall spending for research and development would increase 14 per cent above the fiscal 1984 level of $42.7-billion, to $48.7-billion. After inflation is taken into account, the proposed increase would amount to 9 per cent.

As in Mr. Reagan's previous budgets, the Pentagon would receive the largest increase. Spending for defense research and development would rise about 22 per cent, to $31.4-billion.

Many other agencies would also receive substantial increases for basic research and graduate-student support in new programs proposed in engineering, high-energy physics, nuclear physics, computer science, astronomy, and biotechnology.

George A. Keyworth, II, Mr. Reagan's science adviser, told reporters last week that universities would receive nearly $4-billion of the amount proposed for basic research in fiscal 1985. Total funds for basic research would increase by 12 per cent, to $7.5-billion.

If Congress approves the proposals, Mr. Keyworth added, university research support will have increased 26 percentage points above the rate of inflation during the Reagan Administration's four years.

"The Reagan Administration is the strongest supporter of basic research that we've seen in 20 years," he said, adding that at universities such support had declined from 1968 to 1978 and remained level from 1979 to 1981.

Mr. Keyworth said the 1985 budget would provide more than $400-million to upgrade research equipment at universities, give university researchers greater access to supercomputers, and promote collaboration between engineers in academe and industry on technological development.

Following are summaries of the President's major proposals for scientific research:

National Science Foundation. The foundation, which received an 18-per-cent increase from Congress this year, would receive 13.6 per cent more, for a total of $1.5-billion.

Much of this increase would go to universities, which receive about three-fourths of the agency's research funds. In addition, the foundation would increase by 22 per cent its support for research equipment at universities and national laboratories, to $237-million.

Within the foundation, the largest increases would go for engineering projects, which would receive 22 per cent more than in fiscal 1984, and for the mathematical and physical sciences, which would receive 16 per cent more. Funds for research in computer science would increase 16 per cent, to $39.4-million, and funds to provide university researchers with access to supercomputers would increase from $6-million to $20-million. The Defense and Energy Departments also would increase spending in these areas.

Edward A. Knapp, director of the National Science Foundation, said his agency planned to increase its support of university-based research centers and astronomical facilities by 25 per cent. Some of the money would be used for new projects, such as a network of radio telescopes.

About $10-million of the increase for engineering would be spent on a new program to develop "cross-disciplinary" research centers at universities, so that academic and industrial engineers specializing in different areas could work together on problems of common interest.

Mr. Knapp said he hoped the centers would attract increased industrial financing of university research and, in turn, provide the highly trained engineers and research developments that are needed by industry.

He said the foundation would also start a new $500,000 program to provide more research opportunities for promising woman scientists. It plans to double support, to $23.8-million, for the Presidential Young Investigators Research Awards program, which this year began making grants to new doctoral recipients in science and engineering to attract them to academic careers.

Research support for colleges that have little or no graduate enrollment would be increased by 14 per cent to $42.4-million, he added, and stipends for graduate research fellowships also would be increased—from $8,500 to $9,000 for the 1,550 new and continuing fellowships.

The foundation plans no increases for precollege science and mathematics education, despite reports from national commissions decrying the poor state of mathematics and science instruction in public schools.

Agriculture. Support for Department of Agriculture research programs that award grants on a competitive basis would nearly triple, from $17-million to $50-million. Many of the increases are designed to stimulate research into the application of biotechnology to animal and plant agriculture.

Payments to land-grant institutions under the Hatch Act would increase by $3-million to $155-million, and funds for the department's Extension Service, which provides money to land-grant institutions and state and local agencies for educational programs on agriculture and nutrition, would decrease by $35-million.

Funds for both those areas, however, are likely to be increased by Congress, which previously has protected such "formula" programs from cuts.

Mr. Reagan is seeking the elimination of a $5.8-million program that supports research on livestock and poultry diseases at 68 land-grant colleges. Congress rejected similar attempts to eliminate the program in the past two years.

Energy and Defense. Support for nuclear science and high-energy physics programs in the Department of Energy would increase nearly 17 per cent to support research needed to construct major new particle accelerators.

Funds for high-energy physics would increase from $480-million to $561-million to support the construction of accelerators at the Brookhaven National Laboratory and Stanford University, and to allow research into the design of a major new accelerator called the Superconducting Super Collider.

Financing for nuclear physics would increase from $159-million to $183-million to support construction of a new electron accelerator that will be built in Newport News, Va., by a

Continued on Following Page

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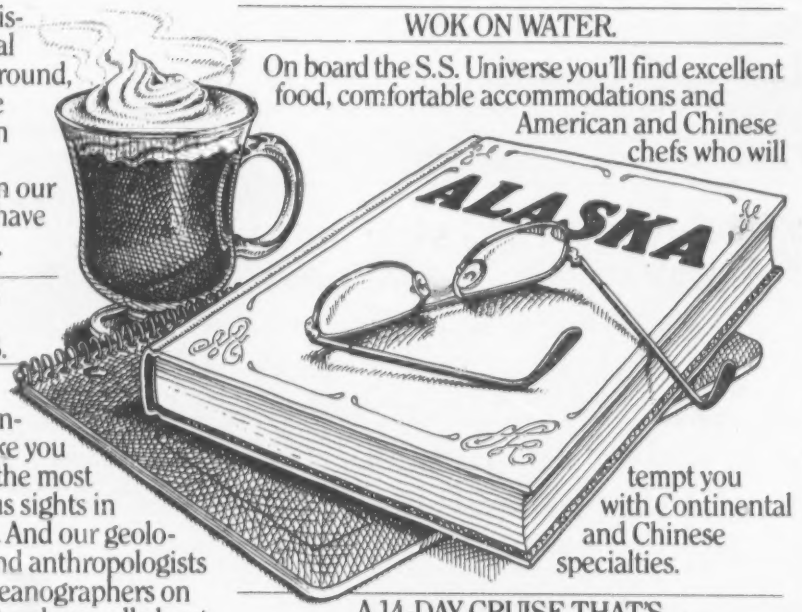

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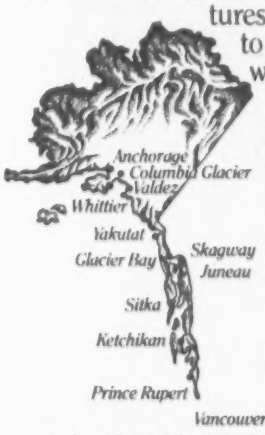

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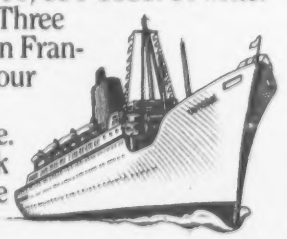

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Budget

Continued from Preceding Page
consortium of southeastern universities. Part of the funds would also go to complete accelerator projects at Brookhaven, Yale University, and the University of Washington.

The agency would also increase spending for a program to replace obsolete research equipment at universities from $4-million to $6-million.

Although the Defense Department's overall research and development budget rose dramatically, it would provide only a relatively modest 7-per-cent increase for basic research. Some $30-million of its $901-million request for basic research would be reserved to upgrade university equipment and support graduate research fellowships.

Space, Environment, and Commerce. Mr. Reagan's proposal to construct a permanent, manned, orbiting space station and design a Mars orbiter to study that planet's surface would help boost basic-research spending at the National Aeronautics and Space Administration by 16 per cent, to $828-million.

A large increase in research programs at the Environmental Protection Agency, designed to fight the problem of acid rain, would contribute to a 20-per-cent expansion of the agency's research-and-development program, for which Mr. Reagan requests $163-million.

As it has in the past, the Administration will try to eliminate the Commerce Department's Sea-Grant program, which provides money for marine research. Mr. Keyworth said the Administration wanted to replace it with a program that would more strongly emphasize biotechnology. Congress, however, has continued support for the Sea Grant program at about $35-million a year, despite the Administration's requests, and is believed likely to do so again.

Biomedical research. President Reagan's request for $4.56-billion for the National Institutes of Health would provide only 2 per cent more than the current budget. But Margaret M. Heckler, Secretary of Health and Human Services, stressed that the budget would provide enough money to finance 5,000 new research grants—a goal set by scientific and research groups—as well as 12,100 ongoing projects.

The budget request, the department added, "is sufficient to provide a 5-per-cent increase in the average research project grant award as well as provide for full indirect costs."

Although the Administration proposed no reductions in the reimbursement of institutions for the overhead costs of conducting research, budget documents noted that because of the rapid increase in such costs, the department was continuing to review the issue.

"It is possible that the Administration will propose options to restrain this acceleration," they added.

Congress, as it has in past years, is expected to be much more generous in providing money to the N.I.H. than the President's budget would be. Last year, Mr. Reagan requested $3.8-billion for the institutes, but lawmakers eventually approved $4.48-billion.

Mr. Keyworth, the President's science adviser, said he was working with N.I.H. officials to increase the agency's concentration on basic biological and genetic research, rather than research aimed at finding cures for specific illnesses—especially illnesses of concern to special-interest groups and influential legislators. But the department's budget document noted that $40-million would be spent in fiscal 1985 on studies of acquired immune deficiency syndrome, known as A.I.D.S., and $33-million on Alzheimer's disease—both illnesses that Congressmen have accused the agency of neglecting.

Mental health research. President Reagan proposes to spend $289-million for research on mental health and on drug and alcohol abuse, up $17-million from the current year. Payments for the full indirect costs of research also will be provided, the budget documents said.

Of the $289-million total, $177-million would go for research by the National Institute of Mental Health, $64-million for research by the National Institute of Drug Abuse, and $48-million for research by the National Institute on Alcohol Abuse and Alcoholism. —KIM McDONALD

Plan to Attend the 1984 NEA Higher Education Conference

"EXCELLENCE AND REFORM: COLLEGES AND UNIVERSITIES IN PERIL"

March 9-11, 1984

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"Excellence and Reform: Colleges and Universities in Peril" is the theme of the 1984 NEA Higher Education Conference. Speakers and workshops at the three-day conference will focus on the reforms needed in postsecondary curricula, school and college partnership arrangements, and faculty working conditions in order to achieve and maintain excellence in higher education.

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CONFERENCE PROGRAM

Friday, March 9, 1984

4:00-7:00 p.m. Registration
7:00-7:30 p.m. Welcome and Introductory Remarks
7:30-8:30 p.m. Opening session
8:30-10:30 p.m. Keynote reception

Saturday, March 10, 1984

9:00-9:50 a.m. Second session
Curricular reform: The high school-college connection
9:50-10:10 a.m. Break
10:10-12 noon Seminars
Curricular reform in an era of high technology
Reforming the community college curriculum
"Mainstreaming" ethnic and women's studies
12 noon-2:00 p.m. Lunch
2:00-2:50 p.m. Third session
Reforming the school and college relationship
2:50-3:10 p.m. Break
3:10-5:00 p.m. Seminars
School and college partnership programs that work
Reforming teacher education
Remediation and reform

Sunday, March 11, 1984

9:00-9:50 a.m. Fourth session
Reforming faculty working conditions
9:50-10:10 a.m. Break
10:10-12 noon Seminars
Pension reform in higher education
Quality of work life in higher education
Comparable worth in higher education
12 noon-1:30 p.m. Closing session

To register, send your name, address, and daytime telephone number with a $100 check ($25 for NEA members) made payable to NEA to: Higher Education Conference, National Education Association, 1201 Sixteenth Street, N.W., Washington, DC 20036. Upon receipt of your registration, you will be sent a hotel reservation card. This card must be completed promptly and returned directly to the Sir Francis Drake Hotel, Powell & Sutter Streets, San Francisco, California 94101. The special conference rates, available only through NEA, are $60 for singles and $65 for doubles. For more information, call (202) 822-7914.

THE 1984-85 FEDERAL BUDGET:

Other Programs

Arts and humanities. Administration officials want to trim spending on the National Endowment for the Humanities by $14.2-million, to $125.4-million. But special attention would be given to projects celebrating the bicentennial of the U. S. Constitution and projects that assess the condition of scholarly disciplines.

Some $18.2-million dollars would be cut from the budget of the National Endowment for the Arts, reducing it to $143.8-million.

And the President is proposing to slash the budget of the Institute of Museum Services, a division of the National Foundation on the Arts and the Humanities, from this year's $20.1-million to $11.6-million.

Health professions. The budget renews Mr. Reagan's attempts to reduce substantially the government's support for health-professions education, seeking a cut of about 44 per cent, to $100-million.

Congress has in past years agreed to reduce aid gradually to health-professions students, but not as drastically as Mr. Reagan and other Chief Executives have requested.

The budget would cut support for nurse-training programs from $52-million to $14-million. The reduction is justified, Administration officials said, because several studies have shown the country has an adequate supply of nurses.

They stressed that special assistance for disadvantaged students would be increased, from $18-million this year to $29-million in the coming fiscal year.

Some $6-million of the increase, they said, would be used recruit and encourage disadvantaged students to attend medical schools, and $5-million would go for a special loan program for such students.

The budget also will support guarantees for $175-million in new loans made by private lenders to graduate students in health-professions schools, according to budget documents. Another $100-million for student loans will be available from revolving loan accounts at nearly 1,650 health-professions and nursing schools, officials estimated.

Research training. Compared with this year's $167-million, some $164-million of the budget of the National Institutes of Health will be spent to support 9,000 research trainees—100 fewer than this year. The agency said the amount requested would provide enough funds to increase each trainee's stipend by 5 per cent.

The budget also calls for $17-million, the same amount as in the current fiscal year, to be spent for research training by the Alcohol, Drug Abuse, and Mental Health Administration. Some $15-million would be spent to train mental-health researchers and $2-million for research trainees in the fields of alcohol and drug abuse. No money was requested for clinical training in mental health.

Physicians' fees. As part of his attempt to reduce the growth of the Medicare program, President Reagan is asking Congress to freeze for one year the fees paid to physicans. Officials of the Department of Health and Human Services promised that they would seek only a one-year freeze, but said the move would save $4.5-billion.

Such a freeze, if accepted by Congress, could affect the "faculty practice plans" at many medical schools, under which a portion of the Medicare and other fees earned by physicians on their faculties are turned over to the medical schools for operating support.

Health insurance. For the second year, the President is asking lawmakers to approve a limit on the amount of tax-free health insurance that employers may provide for their workers. Now, employees do not have to pay taxes on any contributions their employers make to insurance plans. Under the President's proposal, the tax exemption would be limited to $175 a month under a family plan and $70 a month for an individual's coverage.

Officials estimated that the change would provide an additional $3.9-billion for government coffers. They also estimated that it would affect about one-third of the employees with employer-provided health insurance—generally taxpayers in the $30,000 to $50,000 income range—and cost them only a few dollars a month in extra taxes.

Developing institutions. President Reagan is asking Congress to appropriate $134.4-million for historically black colleges and other developing institutions, the same amount allocated this year. But the Education Department intends to propose legislation that would simplify the way grants are disbursed.

Reflecting legislation approved in the last session of Congress, the budget proposes to shift the emphasis of the Developing Institutions program so that less money would be spent on specific projects and more

on helping to build up the colleges' endowments.

Gary L. Jones, Under Secretary of Education, said those changes would make it easier for such institutions to become self-sufficient.

The Minority Institutions Science program in the Education Department would receive $4.8-million, the same amount as last year, to help colleges and universities with large numbers of minority students pay for equipment, develop curriculum materials, and train faculty members.

Minority recruitment. President Reagan is repeating a bid he made last year to halve the amount spent on programs designed to encourage minority and disadvantaged students to enroll in college. Congress appropriated $164.7-million last year; the President is asking for only $82.3-million.

In addition, the Administration plans to ask lawmakers to tighten eligibility requirements for the popular programs. Instead of all first-generation college students' being eligible for aid, the programs would aid only those who could prove they are economically disadvantaged, said C. Ronald Kimberling, Deputy Assistant Secretary for higher education. Eligibility for the programs would be extended to handicapped students, regardless of their financial situation, he said.

Veterans. The Administration, in a reversal of previous stands against such an increase, is asking for a 15-per-cent rise in GI Bill benefits for education, training, and vocational rehabilitation. The budget papers said the increase, which would take effect in January, 1985, was needed because benefits have not been increased since January, 1981.

The increase would cost an extra $132.7-million in fiscal 1985, even though the number of veterans using GI Bill benefits is expected to drop from 642,000 this year to 544,000 next year.

Libraries. Consistent with last year's efforts to eliminate spending on libraries, the Department of Education's budget seeks no support for them in 1985. Administration officials say libraries can obtain adequate aid from state and local sources.

Federal student aid, along with local assistance, they said, could be used to replace a program that helps pay for the cost of training professional librarians.

Last year Congress refused to eliminate federal aid for libraries, providing $6.8-million dollars for research libraries and librarian training.

Vocational education. The Administration proposes that financing for vocational education programs remain at $738.4-million in the coming fiscal year. Education Secretary Terrel H. Bell said he would propose legislation to consolidate existing vocational-education programs into a block-grant program that provides federal money to the states in a "less chopped-up way."

Last year, the Administration tried to combine vocational and adult-education programs into a block-grant program, but Congress rejected the proposal. Secretary Bell said he was optimistic that legislators would adopt the new plan this year because of heightened public concern about vocational-education programs.

Postal subsidies. President Reagan is requesting $691-million in postal subsidies—$18.7 million less than is currently being spent. Most of those subsidies would go to nonprofit organizations. —CHERYL M. FIELDS AND STACY E. PALMER

Reagan Budget Includes Plans to Improve Teacher Training

WASHINGTON

In line with recommendations made by the National Commission on Excellence in Education last spring, the Department of Education's budget for fiscal 1985 contains a number of proposals designed to improve the quality of teacher training and public education.

Among them:

► A $250-million increase in block grants and discretionary funds that state and local officials can use to improve education.

Education Secretary Terrel H. Bell said the extra money could be used to set up master-teacher programs, develop instructional technology, and offer cash incentives to lure highly qualified students into teaching.

Other uses could include allowing states and local school districts to devise their own approaches to improving teaching, including reforming teacher-certification standards and providing more in-service training programs for teachers, Mr. Bell suggested.

The budget would provide a total of $728.9-million for the block grants and discretionary funds in fiscal 1985, compared to $479.4-million appropriated this year.

► A $6-million increase in the budget of the National Institute of Education, which conducts research-and-development projects intended to improve the quality of teaching and learning.

The increase in the institute's budget, now $48.2-million, would be used primarily to develop teaching software for microcomputers, increase research on teacher training and assessment, and study ways to attract highly qualified students to the teaching profession, he said.

► A $50-million proposal to train more people to teach science and mathematics in the secondary schools. Renewing a plan put forth in last year's budget, the President is asking Congress to pay a share of the cost of training people who can become qualified within one year to teach science or mathematics. The Education Department estimates that 10,000 teachers could be trained under this arrangement—which would reduce the shortage of qualified teachers in these fields.

In addition, the National Science Foundation is seeking $42.7-million in outlays for its programs for math and science teachers, the same amount Congress appropriated for those programs this year.

—STACY E. PALMER

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FACT–FILE

Higher-Education Funds in President Reagan's 1985 Budget

In the Department of Education

	Fiscal 1983 Actual	Fiscal 1984 Estimated	Fiscal 1985 Requested
Student assistance:			
Pell Grants	$2,419,040,000	$2,800,000,000	$2,800,000,000
Supplemental Grants	355,400,000	375,000,000	0
College Work-Study	590,000,000	555,000,000	850,000,000
State Student Incentive Grants	60,000,000	76,000,000	0
National Direct Student Loans	178,560,000	161,060,000	0
Guaranteed Student Loans	3,090,000,000	2,255,240,000	2,840,677,000
Graduate support:			
Graduate and professional opportunities	10,000,000	11,000,000	0
Public-service fellowships	1,920,000	2,500,000	0
Institutional assistance:			
International education	26,000,000	30,000,000	0
Cooperative education	14,400,000	14,400,000	0[1]
Veterans Cost of Instruction	3,000,000	3,000,000	0
Construction-loan subsidies	25,500,000	24,500,000	18,775,000
Law School Clinical Experience	605,000	1,000,000	0
Aid to disadvantaged:			
Developing institutions	134,416,000	134,416,000	134,416,000
Minority Institutions Science Improvement	4,800,000	4,800,000	4,800,000
Programs for disadvantaged students	154,740,000	164,740,000	82,370,000
Migrant-student college aid	1,200,000	1,200,000	0
Legal Training for the Disadvantaged	605,000	1,000,000	0
Women's educational equity	5,760,000	5,760,000	0
Science and math education	0	0	50,000,000
Vocational education	728,661,000	738,475,000	738,475,000[2]
Adult education	$95,000,000	$100,000,000	$100,000,000
Bilingual education:			
Training grants	31,288,000	32,610,000	25,000,000
Bilingual vocational training	3,686,000	3,686,000	3,686,000
Office for Civil Rights	44,868,000	49,396,000	42,633,000
Library resources:			
College libraries	1,920,000	0	0
Research libraries	6,000,000	6,000,000	0
Training and demonstration	880,000	880,000	0
Education research and statistics:			
National Institute of Education	55,614,000	48,231,000	54,231,000
Fund for the Improvement of Postsecondary Education	11,710,000	11,710,000	11,710,000
National Center for Education Statistics	8,580,000	8,747,000	8,747,000
Education for the handicapped:			
Vocational and postsecondary programs	2,832,000	5,000,000	5,000,000
Research and development	12,000,000	15,000,000	12,000,000
Personnel development	49,300,000	55,540,000	37,640,000
Rehabilitation training	19,200,000	22,200,000	5,000,000
National Institute of Handicapped Research	31,560,000	36,000,000	30,060,000

1 Administration proposes to allow institutions to use up to $100,000 of their College Work-Study funds for cooperative education, adult literacy programs, and/or Job Location Development Centers.
2 Administration will propose a block grant to the states to replace existing special-purpose vocational programs.

In Other Federal Agencies

	Fiscal 1983 Actual	Fiscal 1984 Estimated	Fiscal 1985 Requested
Scientific research			
National Institutes of Health:			
Cancer Institute	$ 987,642,000	$1,077,303,000	$ 1,101,069,000
Heart, Lung, & Blood Institute	624,259,000	703,197,000	718,852,000
Institute of Dental Research	79,292,000	88,163,000	91,096,000
Institute of Arthritis, Diabetes, & Digestive Diseases	413,492,000	462,578,000	475,324,000
Institute of Neurological Disorders & Stroke	297,064,000	335,205,000	344,601,000
Institute of Allergy & Infectious Diseases	279,129,000	314,117,000	325,379,000
Institute of General Medical Sciences	369,813,000	415,644,000	423,853,000
Institute of Child Health & Human Development	254,324,000	275,179,000	280,178,000
Eye Institute	141,901,000	154,683,000	157,873,000
Institute of Environmental Health	164,867,000	179,896,000	183,755,000
Institute on Aging	93,996,000	114,921,000	117,390,000
Research Resources	213,917,000	242,636,000	245,728,000
International Center	10,147,000	11,336,000	11,426,000
Library of Medicine	51,943,000	49,613,000	51,320,000
Total N.I.H.	4,025,000,000	4,477,000,000	4,566,000,000
National Science Foundation:			
Research:			
Mathematical & physical sciences	300,435,512	358,823,000	416,710,000
Astronomical, earth & ocean sciences	280,798,073	330,041,000	373,480,000
Antarctic program	83,196,285	102,456,000	115,080,000
Biological & social sciences	191,233,848	224,658,000	253,120,000
Engineering	101,130,585	120,723,000	147,100,000
Technological & international affairs	44,127,409	40,822,330	46,900,000
Program management	65,696,973	66,592,350	70,902,000
Total research	1,061,300,000	1,140,955,000	1,308,212,000
Science and engineering education	30,000,000	75,000,000	75,700,000
Total N.S.F.	1,093,500,000	1,321,311,000*	1,501,792,000
Agriculture Department:			
Cooperative research:			
Hatch Act support	147,221,000	152,281,000	155,326,000
Forestry research	12,452,000	12,702,000	12,452,000
Payments to black colleges	21,806,000	22,844,000	23,300,000
Minority research facilities	10,000,000	10,000,000	10,000,000
Special research grants	27,775,000	26,476,000	15,482,000
Competitive research grants	17,000,000	17,000,000	50,000,000
Animal health research grants	5,760,000	5,760,000	0
Total cooperative research	244,949,000	247,655,000	266,785,000
Extension service	328,654,000	334,340,000	299,377,000
Department of Commerce			
Sea grant program	35,000,000	36,500,000	0
Defense Department, basic research	779,000,000	840,000,000	901,000,000
Department of Energy			
General science	534,467,000	641,000,000	746,105,000
University research	266,000,000	321,000,000	343,000,000
Environmental Protection Agency			
Research and development	121,000,000	139,200,000	163,437,000
Department of Interior, basic research	88,000,000	116,000,000	96,500,000
National Aeronautics and Space Administration, university research	193,200,000	210,000,000	235,000,000

	Fiscal 1983 Actual	Fiscal 1984 Estimated	Fiscal 1985 Requested
Health professions			
Health professions education:			
Financial distress grants for minority institutions	$ 7,000,000	$ 6,000,000	$ 4,000,000
Nurse training	50,000,000	52,000,000	14,000,000
Aid to disadvantaged students	17,000,000	18,000,000	29,000,000
Student loans	7,000,000	6,000,000	0
Public health	9,000,000	9,000,000	2,000,000
Primary care and family medicine training	58,000,000	64,000,000	34,060,000
Area health education centers	18,000,000	18,000,000	10,000,000
National Health Service Corps	88,329,000	91,000,000	67,174,000
National Health Service Corps scholarships	15,842,000	6,300,000	0
Health research and training			
Mental-health research	158,710,000	181,329,000	177,603,000
Mental-health training	35,915,000	36,072,000	15,360,000
Drug-abuse research	47,501,000	54,740,000	63,513,000
Drug-abuse training	891,000	891,000	891,000
Alcoholism research	33,276,000	42,866,000	47,835,000
Alcoholism training	1,086,000	1,086,000	1,086,000
Centers for Disease Control:			
Occupational safety & health research	49,469,000	54,750,000	53,943,000
Occupational safety & health training	5,760,000	8,760,000	0
Health services research	17,000,000	18,000,000	16,000,000
Arts and humanities			
Institute of Museum Services	10,800,000	20,150,000	11,612,000
National Endowment for the Arts	143,875,000	162,123,000	143,875,000
National Endowment for the Humanities:			
Education programs	14,530,000	19,000,000	16,085,000
Fellowship programs	13,473,000	14,500,000	13,965,000
Research programs	16,556,000	18,400,000	16,500,000
General programs	24,843,000	23,300,000	16,700,000
State programs	20,329,000	21,850,000	16,000,000
Challenge grants	16,864,000	18,000,000	21,000,000
Treasury matching grants	11,064,000	11,500,000	11,000,000
Total N.E.H.	130,247,000	140,000,000	125,475,000
National Archives & Records Service	85,615,000	91,708,000	92,325,000
National Historical Publications and Records Commission	3,382,000	6,467,000	637,000
Civil rights			
Commission on Civil Rights	11,976,000	12,010,000	12,747,000
Equal Employment Opportunity Commission	147,421,000	154,039,000	161,155,000
Office of Federal Contract Compliance Programs	43,598,000	47,833,000	46,630,000
Miscellaneous			
Peace Corps	109,000,000	115,000,000	115,000,000
VISTA	13,624,000	13,661,000	7,557,000
Corporation for Public Broadcasting	137,000,000	130,000,000	130,000,000
U.S. Information Agency educational and cultural exchanges	92,900,000	100,000,000	120,264,000
GI Bill education and training	1,529,079,000	1,253,252,000	994,045,000
Post-Vietnam Era Veterans Education	222,315,000	201,200,000	225,500,000

FACT–FILE

Average Faculty Salaries, by Rank and Sex, for 1982-83

The following table is a corrected version of the table that appeared in the January 18 issue of *The Chronicle*.

The table lists average faculty salaries for the 1982-83 academic year, reported in thousands of dollars, for more than 1,900 colleges and universities.

The figures show average nine-month salaries, not including fringe benefits, for the full-time instructional staff. A standard conversion factor of .818 was applied to twelve-month salaries. The salaries are listed by rank and by sex.

The figures were collected by the National Center for Education Statistics; further analysis of the institutional data was conducted by John Minter Associates of Boulder, Colo.

An asterisk denotes imputed or adjusted data. Those figures, although based on data reported by the college or university, were supplied by the N.C.E.S. editing staff without the concurrence of the institution or state coordinator.

A dash indicates that full information was not available from the N.C.E.S. or that the institution had fewer than three faculty members at that rank; to insure privacy, the N.C.E.S. does not release salary data in those instances.

ALABAMA

	Prof	Assoc Prof	Asst Prof	Inst
Alabama A & M U				
Men	$23.6	$21.7	$19.2	$13.5
Women	24.1	20.0	17.2	14.0
Alabama Christian C				
Men	19.3	—	15.6	13.6
Women	—	—	—	13.9
Alabama St U				
Men	26.6	24.8	20.6	17.8
Women	26.4	23.2	20.0	16.7
Athens St C				
Men	28.8	26.5	21.5	—
Women	28.8	—	22.2	—
Auburn U				
Men	34.8	27.3	23.3	16.4
Women	31.2	25.0	20.5	16.6
Montgomery				
Men	27.1	24.2	19.5	15.3
Women	—	21.7	18.0	15.8
Concordia C				
Men	—	—	11.6	—
Women	—	—	13.1	—
Huntingdon C				
Men	22.3	20.3	16.9	—
Women	—	—	18.1	—
Jacksonville St U				
Men	28.3	27.4	22.8	19.7
Women	28.3	27.4	22.2	19.4
Judson C				
Men	23.0	—	19.0	—
Women	—	—	17.1	—
Livingston U				
Men	23.0	18.0	15.9	12.8
Women	22.1	17.8	15.2	12.8
Mobile C				
Men	18.2	16.7	15.7	—
Women	—	—	15.5	14.0
Oakwood C				
Men	16.8	16.1	15.1	—
Women	17.1	14.8	14.9	13.2
Selma U				
Men	19.3	—	7.1	7.1
Women	—	—	7.8	—
Spring Hill C				
Men	26.6	21.2	18.9	—
Women	—	—	18.6	14.6
Stillman C				
Men	18.7	15.8	17.2	13.1
Women	—	17.0	14.5	—
Talladega C				
Men	22.2	17.9	16.9	13.3
Women	—	12.7	15.4	11.9
Troy St U				
Men	26.5	22.1	21.0	16.1
Women	28.6	22.5	19.1	16.2
Dothan-Ft Rucker				
Men	—	—	21.6	—
Women	—	—	20.9	—
Montgomery				
Men	22.0	21.4	19.6	—
Women	—	—	—	—
Tuskegee Inst				
Men	28.2	23.3	20.6	17.0
Women	21.2	20.3	17.3	15.8
U of Alabama				
Men	35.9	26.7	22.1	15.7
Women	32.4	25.8	21.2	15.9
Birmingham				
Men	38.5	29.7	23.0	19.1
Women	32.8	25.1	20.4	16.9

ALABAMA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
U of Alabama—Continued				
Huntsville				
Men	$34.3	$27.7	$21.6	$17.8
Women	—	23.0	19.5	14.8
U of Montevallo				
Men	27.0	24.0	23.0	13.5
Women	27.5	22.2	18.3	16.3
U of North Alabama				
Men	31.7	26.0	22.1	17.5
Women	30.6	26.0	21.5	18.2
U of South Alabama				
Men	30.6	24.6	22.2	20.2
Women	27.5	23.5	20.1	17.3

ALASKA

Alaska Pacific U				
Men	—	$28.3	$22.7	—
Women	—	—	—	—
U of Alaska Anchorage				
Men	$53.9	40.5	34.2	$30.1
Women	52.4	41.8	33.0	27.6
Fairbanks				
Men	57.0	46.1	37.9	31.2
Women	54.1	46.5	36.8	32.3
Juneau				
Men	49.8	42.4	35.0	—
Women	—	—	35.0	—

ARIZONA

American Graduate Sch of International Management				
Men	$30.3	$26.7	$24.2	$14.3
Women	28.4	22.3	—	—
Arizona C of the Bible				
Men	16.9	—	—	—
Women	—	—	—	—
Arizona St U				
Men	39.9	30.2	24.7	—
Women	32.8	27.8	22.8	18.9
C of Ganado				
Men	—	—	—	14.4
Women	—	—	—	—
Grand Canyon C				
Men	26.8	21.7	17.0	—
Women	—	23.1	18.8	—
Northern Arizona U				
Men	37.3	29.5	23.8	19.1
Women	38.4	28.1	22.6	18.2
U of Arizona				
Men	40.4	30.2	24.8	23.2
Women	36.2	27.8	22.7	18.3

ARKANSAS

Arkansas C				
Men	$22.9	$20.7	$17.4	—
Women	23.2	—	—	—
Arkansas St U				
Men	30.3	26.4	21.7	$18.6
Women	29.5	23.6	21.0	16.6
Beebe				
Men	—	22.6	20.2	—
Women	—	—	20.4	—
Arkansas Tech U				
Men	25.4	23.1	21.2	18.8
Women	—	21.8	19.7	16.3
Central Baptist C				
Men	17.8	—	—	13.7
Women	—	—	—	—
C of the Ozarks				
Men	17.9	16.4	14.3	—
Women	—	—	—	13.1
Harding U				
Men	24.8	21.8	18.5	14.1
Women	23.8	19.5	17.1	13.1
Henderson St U				
Men	26.0	21.8	18.2	17.3
Women	23.3	20.0	18.4	16.2
Hendrix C				
Men	28.0	23.5	19.2	—
Women	—	—	19.2	—
John Brown U				
Men	27.0	23.3	21.7	16.8
Women	—	21.2	20.6	16.8
Ouachita Baptist U				
Men	27.8	21.7	20.7	16.7
Women	—	23.5	19.0	15.9
Southern Arkansas U				
Men	2[illegible]	23.5	20.9	17.3
Women	2[illegible]	22.2	19.5	15.6
U of Arkansas				
Men	34.4	27.0	22.4	17.0
Women	31.1	25.5	20.8	15.9
Little Rock				
Men	31.7	26.2	21.5	16.8
Women	31.7	23.4	19.4	17.2
Medical sciences				
Men	31.8	27.4	22.5	14.7
Women	30.7	23.6	21.1	19.8
Monticello				
Men	25.1	21.0	18.9	17.0
Women	—	20.6	18.1	16.4
Pine Bluff				
Men	25.0	22.2	19.9	16.0
Women	24.4	—	18.7	15.7
U of Central Arkansas				
Men	28.6	23.8	20.3	19.0
Women	—	24.5	19.9	17.5

CALIFORNIA

Azusa Pacific U				
Men	$22.5	$19.5	$16.1	$15.2
Women	—	18.3	16.7	—
Bakersfield C				
Men	33.3	27.6	24.2	—
Women	32.9	27.1	23.3	—
Bethany Bible C				
Men	23.6	17.9	15.4	—
Women	—	—	—	—
Biola U				
Men	28.6	23.6	20.8	16.8
Women	28.7	23.3	19.1	15.2
Cal Baptist C				
Men	19.2	17.7	15.0	—
Women	—	16.8	—	—

CALIFORNIA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Cal C of Arts & Crafts				
Men	$21.1	$18.3	—	—
Women	21.2	—	—	—
California C of Podiatric Med				
Men	38.1	30.8	—	—
Women	38.6	—	—	—
Cal Inst of Tech				
Men	50.1	37.2	$30.3	$19.2
Women	—	—	29.9	—
Cal Lutheran C				
Men	28.1	24.4	20.8	19.9
Women	27.8	25.1	19.3	17.3
California Maritime Acad				
Men	27.8	26.9	24.6	19.0
Women	—	—	—	—
Cal St U Bakersfield				
Men	35.5	28.0	22.2	—
Women	34.1	27.3	22.4	—
Chico				
Men	35.4	27.0	22.3	—
Women	34.8	26.5	22.1	—
Dominguez Hills				
Men	35.0	27.3	22.4	—
Women	34.3	26.2	21.9	—
Fresno				
Men	35.7	27.3	21.9	20.9
Women	34.9	27.1	22.2	19.5
Fullerton				
Men	35.3	27.5	21.9	—
Women	35.2	27.1	21.9	20.2
Hayward				
Men	35.5	28.0	22.2	19.1
Women	34.9	27.0	21.7	19.3
Humboldt				
Men	35.2	27.1	22.0	—
Women	34.3	27.4	22.4	19.4
Long Beach				
Men	35.8	27.9	21.9	20.1
Women	35.3	27.6	22.0	—
Los Angeles				
Men	35.7	27.6	22.7	—
Women	34.5	26.5	22.5	—
Northridge				
Men	35.4	27.3	22.3	20.0
Women	34.9	26.6	22.4	19.9
Poly St U at San Luis Obispo				
Men	35.0	27.5	22.5	19.2
Women	33.8	26.8	22.2	19.8
Sacramento				
Men	35.4	27.4	22.3	19.5
Women	34.5	27.3	22.3	19.1
San Bernardino				
Men	34.7	27.7	22.2	—
Women	34.9	25.9	22.3	—
San Diego St U				
Men	35.9	27.7	22.7	—
Women	35.1	27.3	22.4	20.3
San Francisco St U				
Men	35.6	26.9	22.2	18.9
Women	35.4	27.0	22.0	19.0
San Jose St U				
Men	35.9	27.4	22.5	20.7
Women	35.0	26.8	22.2	19.3
Sonoma St U				
Men	35.7	28.0	21.7	—
Women	35.0	27.3	22.0	—
Stanislaus				
Men	35.6	27.6	21.8	19.6
Women	35.7	27.4	22.1	19.4
St Poly U at Pomona				
Men	35.3	26.7	22.4	—
Women	34.4	26.8	22.3	—
Cal Western Sch of Law				
Men	45.6	39.8	34.0	—
Women	—	35.3	—	—
Cerro Coso CC				
Men	33.7	28.5	23.1	—
Women	29.6	27.5	—	—
Chapman C				
Men	32.3	26.4	21.9	—
Women	—	25.4	19.7	—
Christ C Irvine				
Men	22.0	—	16.0	—
Women	—	—	—	—
Christian Heritage C				
Men	—	16.5	—	—
Women	—	16.0	—	—
Church Divinity Sch of the Pacific				
Men	30.5	—	—	—
Women	—	—	—	—
Claremont U				
Claremont McKenna C				
Men	37.3	26.3	23.5	—
Women	—	—	—	—
Graduate Sch				
Men	45.4	31.9	25.8	—
Women	—	—	—	—
Harvey Mudd C				
Men	41.3	30.7	25.1	—
Women	—	—	—	—

CALIFORNIA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Claremont U—Continued				
Pitzer C				
Men	$34.2	$24.3	$21.2	—
Women	29.7	23.0	19.5	—
Pomona C				
Men	39.4	29.0	23.6	—
Women	36.5	28.6	21.9	$20.0
Scripps C				
Men	34.8	27.1	21.3	—
Women	33.9	24.8	20.5	—
Cogswell C				
Men	—	17.5	16.7	—
Women	—	—	—	—
Coleman C				
Men	—	—	—	15.9
Women	—	—	—	13.1
C of the Desert				
Men	35.6	32.5	26.5	—
Women	36.3	33.1	27.7	—
C of Notre Dame				
Men	25.0	20.5	17.9	—
Women	26.8	20.2	16.9	15.3
C of Osteopathic Med of the Pacific				
Men	19.5	21.0	13.3	—
Women	—	35.9	21.5	—
Compton CC				
Men	32.4	30.6	26.4	22.3
Women	31.7	30.2	28.0	—
Dominican C of San Rafael				
Men	22.2	20.5	19.3	—
Women	22.1	19.6	17.1	15.0
Fuller Theol Sem				
Men	26.7	21.3	20.3	—
Women	—	—	19.9	—
Golden Gate U				
Men	47.3	41.0	26.6	—
Women	—	37.9	30.1	—
Hebrew Union C—California				
Men	39.1	—	23.1	—
Women	—	—	—	—
Holy Names C				
Men	—	20.2	18.1	15.8
Women	24.2	21.2	18.1	15.7
Loma Linda U				
Men	21.8	21.4	20.3	19.0
Women	20.7	19.4	18.4	16.0
LA Baptist C				
Men	21.5	18.1	16.1	14.3
Women	—	—	—	12.7
LA C of Chiropractic				
Men	26.4	21.9	18.0	15.8
Women	—	—	—	17.0
Loyola Marymount U				
Men	39.9	29.2	23.5	—
Women	35.2	28.5	23.4	20.1
Marymount Palos Verdes C				
Men	—	—	19.1	—
Women	17.7	17.9	17.1	—
Mennonite Brethren Biblical Sem				
Men	30.0	23.9	—	—
Women	—	—	—	—
Mills C				
Men	34.3	27.0	21.7	—
Women	33.4	25.4	21.3	18.3
Monterey Inst of International Studies				
Men	27.7	21.9	—	—
Women	—	—	18.8	17.1
Mount Saint Mary's C				
Men	26.0	20.9	19.0	—
Women	27.3	22.9	19.4	15.8
National U				
Men	23.6	19.9	14.7	—
Women	—	21.4	—	—
Naval Postgrad Sch				
Men	40.8	32.8	26.5	—
Women	—	—	—	—
Northrop U				
Men	25.6	22.7	20.6	16.9
Women	—	—	—	18.2
Occidental C				
Men	36.3	27.8	21.4	20.3
Women	36.2	26.6	21.7	—
Ohione C				
Men	33.6	30.8	28.7	27.5
Women	31.6	26.8	25.1	25.4
Pacific Christian C				
Men	11.0	8.9	—	—
Women	—	—	—	—
Pacific Sch of Religion				
Men	22.6	—	—	—
Women	—	—	—	—
Pacific Union C				
Men	28.9	20.8	19.6	18.4
Women	21.6	20.7	19.8	17.6
Palmer C of Chiropractic-West				
Men	—	20.0	21.3	13.9
Women	—	—	—	9.5
Pepperdine U				
Men	38.9	30.0	24.7	24.6
Women	33.5	29.3	23.5	—

CALIFORNIA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Point Loma C				
Men	$26.4	$21.2	$17.8	—
Women	25.8	—	18.8	$15.7
Porterville C				
Men	33.5	29.6	—	—
Women	33.9	24.7	24.7	—
Rio Hondo C				
Men	36.8	35.4	32.9	28.9
Women	36.6	33.5	32.6	28.5
Riverside City C				
Men	—	33.4	28.5	25.4
Women	—	32.4	27.5	—
Saint Mary's C of Cal				
Men	35.3	27.3	22.3	—
Women	—	26.2	22.1	—
San Jose Bible C				
Men	10.9	—	—	—
Women	—	—	—	—
Sch of Theol at Claremont				
Men	22.2	—	—	—
Women	—	—	—	—
Simpson C				
Men	17.6	14.1	—	—
Women	—	—	—	—
Southern California C				
Men	28.5	25.1	23.1	—
Women	—	—	—	—
Southern Cal C of Optometry				
Men	31.6	27.8	25.6	20.7
Women	—	—	—	—
Southwestern U Sch of Law				
Men	42.5	31.0	—	22.5
Women	41.2	32.4	—	20.9
Stanford U				
Men	51.2	36.5	30.6	—
Women	44.1	32.5	26.9	—
Starr King Sch for the Ministry				
Men	23.5	—	—	—
Women	—	—	—	—
U of California				
Berkeley				
Men	44.3	29.9	24.7	—
Women	40.3	27.8	23.4	—
Davis				
Men	39.0	27.0	22.3	—
Women	35.8	25.7	21.4	—
Hastings C of Law				
Men	54.3	—	38.1	—
Women	—	—	—	—
Irvine				
Men	42.5	29.1	24.0	—
Women	36.7	28.6	22.6	—
Los Angeles				
Men	42.7	29.3	24.4	—
Women	38.6	27.0	22.6	—
Riverside				
Men	39.1	26.8	22.4	—
Women	36.0	26.0	22.0	—
San Diego				
Men	40.9	28.0	23.2	—
Women	35.5	26.8	22.4	—
San Francisco				
Men	43.3	31.9	31.2	—
Women	34.6	25.3	23.7	—
Santa Barbara				
Men	40.9	28.1	24.0	—
Women	34.4	26.4	22.0	—
Santa Cruz				
Men	39.7	27.3	22.8	—
Women	40.7	26.3	22.2	—
U of La Verne				
Men	31.4	23.0	18.5	—
Women	28.1	23.5	17.5	—
U of the Pacific				
Men	34.5	26.8	23.7	26.8
Women	31.3	28.8	20.1	16.8
U of Redlands				
Men	32.0	25.4	22.4	—
Women	28.9	25.9	22.2	—
U of San Diego				
Men	38.8	26.6	22.5	—
Women	32.1	25.2	21.4	—
U of San Francisco				
Men	42.8	32.5	25.8	23.4
Women	40.3	31.2	25.1	24.1
U of Santa Clara				
Men	46.2	33.1	25.6	—
Women	39.8	30.9	25.5	—
U of Southern California				
Men	45.4	31.8	26.3	23.8
Women	40.2	29.5	23.8	19.3
Westmont C				
Men	27.5	22.8	21.2*	—
Women	—	—	—	—
Whittier C				
Men	33.3	25.3	20.5	18.4
Women	—	24.4	18.7	19.0

COLORADO

Adams St C				
Men	$29.3	$24.2	$20.0	—
Women	31.0	—	20.4	—
Colorado C				
Men	38.5	28.0	21.1	$17.4
Women	—	28.1	20.3	18.3
Colorado Mountain C				
Men	25.7	20.8	19.9	17.1
Women	—	17.7	19.6	—
Colorado Sch of Mines				
Men	38.8	29.6	23.3	24.4
Women	—	—	23.2	—
Colorado St U				
Men	34.6	27.3	23.1	19.8
Women	31.3	25.0	22.6	16.7
Denver Conservative Baptist Sem				
Men	18.3	16.6	—	—
Women	—	—	—	—
Fort Lewis C				
Men	29.3	24.3	20.7	17.2
Women	28.8	21.8	20.6	—
Iliff Sch of Theol				
Men	41.3	28.6	—	—
Women	—	—	—	—
Loretto Heights C				
Men	27.5	—	17.0	—
Women	26.5	21.1	16.8	14.3

Continued on Following Page

National Averages for 1982-83 Salaries

	Total	Men	Women	Ratio*
Professor	$35,540	$35,956	$32,221	90%
Associate professor	26,921	27,262	25,738	94%
Assistant professor	22,056	22,586	21,130	94%
3 ranks combined	28,509	29,665	24,571	83%

* Female salary as a percentage of male salary.

Note: Data are for full-time faculty members on 9-month contracts.

SOURCE: NATIONAL CENTER FOR EDUCATION STATISTICS

FACT-FILE—Continued

COLORADO—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Mesa C				
Men	$27.3	$23.3	$20.0	$17.8
Women	26.6	22.4	18.4	—
Metropolitan St C				
Men	29.8	24.7	21.3	18.0
Women	28.7	24.2	21.4	18.5
Nazarene Bible C				
Men	18.6	—	—	—
Women	—	—	$13.2	—
Regis C				
Men	28.0	$22.4	18.5	—
Women	—	22.4	19.1	—
U of Colorado				
Boulder				
Men	34.7	27.2	23.8	—
Women	30.5	25.3	22.4	20.0
Colorado Springs				
Men	32.7	26.8	23.4	—
Women	—	25.0	20.5	—
Denver				
Men	34.2	26.3	22.5	14.2
Women	30.4	22.1	21.3	17.7
Health Sci Center				
Men	38.6	33.0	29.7	—
Women	33.3	28.4	22.7	21.4
U of Denver				
Men	37.7	27.6	24.0	21.8
Women	35.1	30.8	21.8	20.9
U of Northern Colorado				
Men	30.7	23.0	18.8	17.4
Women	28.2	22.5	18.6	16.0
U of Southern Colorado				
Men	29.8	26.1	22.6	16.7
Women	29.6	24.4	20.2	16.9
Western Bible C				
Men	—	—	21.8	19.9
Women	—	—	—	—
Western St C of Colorado				
Men	30.0	23.3	20.2	15.3
Women	28.1	—	16.8	15.3

CONNECTICUT

Albertus Magnus C				
Men	—	—	—	—
Women	$25.3	$21.7	$18.0	$16.3
Asnuntuck CC				
Men	26.6	23.1	20.4	—
Women	—	—	—	16.8
Central Conn St C				
Men	34.7	28.1	23.8	21.3
Women	33.6	26.9	23.9	19.1
Connecticut C				
Men	33.0	25.7	20.9	18.9
Women	32.7	26.0	20.1	18.3
Eastern Conn St C				
Men	34.2	27.2	22.6	—
Women	34.7	27.4	22.1	—
Fairfield U				
Men	33.6	28.0	24.2	—
Women	31.5	28.3	22.3	—
Greater Hartford CC				
Men	28.6	25.7	23.6	—
Women	—	23.5	20.1	17.7
Greater New Haven Tech C				
Men	—	—	21.8	20.8
Women	—	—	21.9	20.9
Hartford C for Women				
Men	24.5	—	—	—
Women	—	—	—	—
Hartford Seminary				
Men	23.2	—	—	—
Women	25.1	—	—	—
Hartford St Tech C				
Men	31.5	27.0	23.5	—
Women	—	—	22.2	—
Housatonic Regional CC				
Men	27.8	24.6	24.4	19.6
Women	27.5	23.3	—	—
Manchester CC				
Men	28.3	24.2	23.0	17.1
Women	26.2	22.8	20.2	16.9
Mattatuck CC				
Men	28.0	25.3	22.4	18.1
Women	25.9	24.0	21.1	16.6
Middlesex CC				
Men	28.2	25.4	23.5	—
Women	27.1	24.1	21.4	—
Mohegan CC				
Men	26.9	23.6	20.9	—
Women	—	23.6	19.1	—
Northwestern Connecticut CC				
Men	31.4	24.4	22.0	—
Women	—	—	—	16.3
Norwalk CC				
Men	29.5	26.2	23.4	—
Women	26.4	23.8	20.0	16.6
Norwalk St Tech C				
Men	30.0	25.7	24.7	—
Women	—	—	—	—
Post C				
Men	—	23.1	19.3	—
Women	—	22.9	17.2	—
Quinebaug Valley CC				
Men	—	—	—	—
Women	—	—	21.3	—
Quinnipiac C				
Men	33.2	27.3	21.9	—
Women	34.5	27.8	21.9	18.1
Sacred Heart U				
Men	28.9	24.5	18.8	—
Women	28.9	22.7	18.4	16.1
Saint Joseph C				
Men	26.3	22.8	19.4	—
Women	25.4	22.1	19.8	16.7
South Central CC				
Men	27.6	23.8	20.3	—
Women	—	22.6	—	17.4
Southern Connecticut St C				
Men	34.3	27.7	24.5	21.8
Women	35.7	27.3	23.8	20.0
Thames Valley St Tech C				
Men	31.9	26.8	22.9	—
Women	—	—	21.5	18.9
Trinity C				
Men	39.8	28.7	21.5	—
Women	—	26.7	21.5	—
Tunxis CC				
Men	28.5	22.9	—	17.2
Women	—	22.9	20.3	—
U of Bridgeport				
Men	37.3	28.8	24.7	21.8
Women	34.8	27.4	21.9	18.2

CONNECTICUT—Continued

	Prof	Assoc Prof	Asst Prof	Inst
U of Connecticut				
Men	$41.7	$30.2	$25.0	$23.6
Women	36.7	28.2	23.2	20.5
Health Center				
Men	53.3	41.4	33.4	—
Women	—	—	—	—
U of Hartford				
Men	33.4	26.7	22.0	19.0
Women	27.5	27.2	21.0	18.0
U of New Haven				
Men	29.2	24.7	21.9	—
Women	28.5	24.3	21.0	—
Waterbury St Tech C				
Men	31.0	27.3	23.7	—
Women	—	—	—	—
Wesleyan U				
Men	40.7	28.7	22.3	18.8
Women	34.5	27.7	22.2	19.3
Western Connecticut St C				
Men	33.0	26.8	22.6	17.3
Women	32.9	25.6	22.8	18.9
Yale U				
Men	49.3	29.2	23.4	19.8
Women	45.6	29.0	21.9	17.5

DELAWARE

Delaware St C				
Men	$33.9	$27.7	$22.4	$18.5
Women	32.0	25.0	22.8	18.3
Goldey Beacom C				
Men	—	21.8	—	—
Women	24.2	19.0	18.5	—
U of Delaware				
Men	40.5	28.6	23.0	17.6
Women	36.9	27.6	21.3	18.6
Wesley C				
Men	20.4	20.1	16.1	—
Women	17.9	17.8	16.2	11.4

DISTRICT OF COLUMBIA

American U				
Men	$38.0	$29.3	$24.9	$21.3
Women	35.8	27.2	24.6	20.2
Catholic U of America				
Men	33.8	26.2	20.8	16.5
Women	27.2	24.5	20.8	18.4
Corcoran School of Art				
Men	—	18.0	17.1	—
Women	—	—	19.9	—
Gallaudet C				
Men	36.7	30.0	24.8	19.5
Women	35.3	30.9	24.0	18.4
George Washington U				
Men	41.7	30.6	24.5	19.5
Women	36.3	28.3	22.4	16.7
Georgetown U				
Men	43.1	31.5	24.4	20.1
Women	40.2	29.3	22.4	16.3
Howard U				
Men	37.4	28.8	24.0	20.0
Women	35.0	27.9	23.3	19.5
Mount Vernon C				
Men	—	26.3	19.7	—
Women	33.6	—	20.5	—
Strayer C				
Men	—	19.3	17.7	15.4
Women	—	—	—	15.4
Trinity C				
Men	—	—	18.5	16.1
Women	28.7	22.5	18.4	16.5
U of DC				
Men	36.5	29.1	23.4	20.5
Women	35.8	28.5	23.5	20.1
Wesley Theol Sem				
Men	28.1	—	—	—
Women	—	—	—	—

FLORIDA

Baptist Bible Inst				
Men	$19.2	$18.2	$16.3	—
Women	—	—	—	—
Barry U				
Men	24.9	23.7	19.0	—
Women	26.7	22.0	17.9	—
Bethune Cookman C				
Men	22.0	18.8	17.4	$14.1
Women	—	17.1	16.8	14.6
Biscayne C				
Men	20.1	20.0	16.9	14.4
Women	19.6	—	17.9	14.7
C of Boca Raton				
Men	—	17.8	15.9	—
Women	—	—	—	11.3
Eckerd C				
Men	27.2	22.9	19.4	—
Women	24.0	23.5	18.4	—
Edward Waters C				
Men	—	13.8	12.5	—
Women	—	—	12.8	12.6
Embry-Riddle Aeron U				
Men	30.7	24.2	19.7	15.7
Women	—	21.2	17.3	15.3
Florida A & M U				
Men	34.8	26.5	22.2	18.3
Women	34.8	25.8	20.5	17.5
Florida Atlantic U				
Men	34.1	27.2	22.8	18.5
Women	30.9	24.3	21.0	—
Florida Inst of Tech				
Men	29.2	25.1	20.4	15.5
Women	—	—	18.5	13.9
Florida International U				
Men	35.5	26.9	22.8	18.7
Women	32.4	24.9	20.4	18.0
Florida St U				
Men	36.6	26.6	22.2	19.1
Women	33.1	25.2	20.6	17.7
Gulf Coast CC				
Men	22.6	22.3	21.2	18.1
Women	—	22.3	20.9	20.5
Indian River CC				
Men	29.9	27.0	22.7	20.4
Women	—	27.2	22.7	23.1
Jacksonville U				
Men	22.6	18.7	15.8	12.2
Women	23.1	19.5	15.5	—
Manatee JC				
Men	21.4	21.8	19.2	—
Women	—	18.4	18.1	18.3
Miami Christian C				
Men	23.7	20.5	—	—
Women	—	—	—	—
Miami-Dade CC				
Men	27.2	23.1	18.7	15.3
Women	26.2	21.8	17.8	15.3

FLORIDA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Nova U				
Men	$42.7	$30.6	$24.5	—
Women	—	26.5	23.0	—
Palm Beach Atlantic C				
Men	—	18.2	16.7	—
Women	—	19.3	16.2	—
Palm Beach JC				
Men	21.9	19.3	18.9	$17.5
Women	21.3	18.9	19.7	17.2
Pensacola JC				
Men	29.4	24.9	22.5	17.3
Women	29.8	25.1	21.7	17.7
Rollins C				
Men	32.9	27.9	21.7	—
Women	29.3	24.3	22.0	—
Saint Leo C				
Men	21.2	17.5	14.7	12.4
Women	—	17.1	15.3	—
Southeastern C of Assemblies of God				
Men	21.9	19.9	18.1	—
Women	—	16.1	18.2	—
Southeastern C of Osteopathic Med				
Men	—	24.1	—	—
Women	—	—	—	—
Stetson U				
Men	30.8	22.8	20.5	14.8
Women	27.0	21.3	19.8	14.2
Tampa Tech Inst				
Men	18.0	14.5	12.5	—
Women	—	—	13.4	—
U of Central Fla				
Men	34.8	27.1	23.0	17.3
Women	28.5	25.0	20.7	16.5
U of Florida				
Men	38.0	27.9	24.6	18.8
Women	32.6	25.7	22.2	15.6
U of Miami				
Men	37.8	28.3	23.2	21.0
Women	32.3	26.1	21.8	17.9
U of North Florida				
Men	32.7	26.9	22.8	—
Women	—	25.5	21.2	—
U of South Florida				
Men	35.4	26.7	22.1	20.8
Women	32.9	25.7	21.1	20.0
U of Tampa				
Men	28.4	21.8	17.9	—
Women	—	20.6	17.2	—
U of West Florida				
Men	32.6	26.9	22.3	19.0
Women	—	26.1	20.7	17.5
Warner Southern C				
Men	23.9	—	18.9	—
Women	—	—	—	—
Webber C				
Men	—	19.1	—	—
Women	—	—	—	—

GEORGIA

Abraham Baldwin Agricultural C				
Men	$28.6	$23.0	$20.8	$17.9
Women	—	23.0	20.4	17.6
Agnes Scott C				
Men	30.1	24.1	20.4	—
Women	29.5	23.9	18.7	17.6
Albany JC				
Men	—	22.8	21.3	—
Women	—	21.6	19.7	17.9
Albany St C				
Men	31.1	25.4	21.9	17.6
Women	31.8	26.5	21.2	17.4
Andrew C				
Men	—	—	—	11.8
Women	—	—	—	11.4
Armstrong St C				
Men	31.1	26.4	20.3	16.1
Women	30.8	23.8	20.3	17.1
Atlanta Christian C				
Men	23.1	—	—	—
Women	—	—	—	—
Atlanta JC				
Men	—	25.2	21.7	19.9
Women	—	—	21.2	19.9
Atlanta U				
Men	27.1	23.3	19.1	—
Women	23.0	21.3	18.8	—
Augusta C				
Men	33.6	26.4	20.8	18.6
Women	31.1	25.5	21.1	18.2
Bainbridge JC				
Men	—	24.5	21.5	17.0
Women	—	—	22.7	18.0
Berry C				
Men	30.6	24.8	20.1	17.8
Women	—	23.4	20.6	—
Brenau C				
Men	27.7	22.0	18.1	—
Women	—	18.3	18.2	—
Brewton-Parker C				
Men	—	15.0	12.4	10.6
Women	—	—	—	10.7
Brunswick JC				
Men	—	24.9	21.6	17.3
Women	—	—	20.7	17.3
Clayton JC				
Men	30.6	22.7	21.2	21.7
Women	—	23.6	21.3	17.9
Columbia Theol Sem				
Men	24.1	—	—	—
Women	—	—	—	—
Columbus C				
Men	30.0	25.4	21.2	17.2
Women	28.0	24.5	22.0	16.7
Dalton JC				
Men	—	25.1	22.1	16.0
Women	—	—	21.2	14.4
Emanuel County JC				
Men	—	—	21.2	—
Women	—	—	—	—
Floyd JC				
Men	32.1	26.2	19.6	—
Women	—	22.5	19.3	—
Ft Valley State C				
Men	32.7	28.7	23.6	17.3
Women	35.5	26.4	21.7	15.8
Gainesville JC				
Men	25.5	23.2	20.4	18.1
Women	27.9	22.3	18.7	—
Georgia C				
Men	31.5	24.7	19.8	—
Women	29.3	24.2	20.5	17.0
Georgia Inst of Tech				
Men	41.9	31.4	27.1	25.6
Women	29.9	27.0	23.5	—

GEORGIA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Georgia Inst of Tech—Continued				
Southern Tech Inst				
Men	$29.6	$25.5	$23.4	—
Women	—	23.7	20.6	—
Georgia Military C				
Men	16.7	—	—	—
Women	—	—	—	—
Georgia Southern C				
Men	31.3	25.8	21.8	$15.9
Women	30.4	25.5	19.8	14.9
Georgia Southwestern C				
Men	30.2	26.2	22.5	18.7
Women	31.7	26.1	20.2	17.3
Georgia St U				
Men	40.3	30.3	24.4	17.6
Women	37.6	27.7	23.5	17.7
Gordon JC				
Men	—	24.6	19.6	16.7
Women	—	24.6	20.8	15.6
Interdenominational Theol Center				
Men	28.2	20.2	—	15.7
Women	—	—	—	12.5
Kennesaw C				
Men	34.1	27.1	24.0	21.2
Women	—	27.2	24.2	20.0
La Grange C				
Men	25.2	20.9	17.9	—
Women	—	20.9	17.3	—
Macon JC				
Men	28.7	24.9	21.2	15.3
Women	—	23.0	19.5	15.0
Medical C of Georgia				
Men	49.8	38.8	27.9	—
Women	31.5	25.5	22.3	17.6
Mercer U				
Main Campus				
Men	33.6	27.0	21.5	18.3
Women	31.4	24.8	20.9	17.3
Atlanta				
Men	22.5	20.0	19.5	17.2
Women	—	19.6	18.2	15.8
Southern Sch of Pharmacy				
Men	26.4	22.9	20.8	—
Women	—	—	—	—
Middle Georgia C				
Men	26.4	23.2	20.3	—
Women	—	22.3	19.5	16.4
Morehouse C				
Men	24.1	18.0	16.4	14.5
Women	24.7	16.6	15.9	13.4
Morris Brown C				
Men	—	16.1	13.7	11.9
Women	21.5	15.0	13.0	11.1
North Georgia C				
Men	29.2	24.6	22.0	17.0
Women	29.8	24.4	21.2	17.7
Oglethorpe U				
Men	31.5	24.0	18.5	—
Women	—	23.1	—	—
Paine C				
Men	22.5	20.8	17.1	17.4
Women	—	—	17.3	15.7
Piedmont C				
Men	12.4	11.0	9.6	—
Women	—	—	—	—
Reinhardt C				
Men	—	16.2	—	—
Women	—	—	—	—
Savannah St C				
Men	31.3	25.6	22.6	19.8
Women	32.4	23.2	20.8	16.8
Shorter C				
Men	25.2	19.6	18.1	—
Women	—	18.4	14.2	—
South Georgia C				
Men	—	24.9	22.3	18.3
Women	—	24.2	20.4	17.2
Spelman C				
Men	20.6	22.3	16.2	13.0
Women	27.2	20.6	17.0	12.9
Tift C				
Men	21.0	15.2	—	—
Women	—	15.2	14.8	—
Toccoa Falls C				
Men	—	—	16.0	—
Women	—	—	14.5	—
U of Georgia				
Men	41.3	29.9	23.5	17.9
Women	37.7	28.8	22.4	17.3
Valdosta St C				
Men	30.6	25.7	22.7	18.4
Women	29.1	24.4	20.4	19.1
Waycross JC				
Men	—	—	21.9	—
Women	—	—	21.3	—
Wesleyan C				
Men	20.7	16.4	18.6	—
Women	19.5	—	16.5	17.8
West Georgia C				
Men	30.8	24.7	20.1	12.2
Women	28.6	24.8	19.6	11.3

HAWAII

Chaminade U Honolulu				
Men	$24.6	$20.0	$17.5	$13.8
Women	—	19.8	17.2	13.7
Hawaii Loa C				
Men	22.1	19.8	16.1	13.6
Women	—	—	17.8	—
Hawaii Pacific C				
Men	—	23.6	16.5	—
Women	—	—	—	11.4
U of Hawaii				
Hilo				
Men	34.7	27.9	22.0	—
Women	—	26.0	22.3	—
Manoa				
Men	36.0	28.8	23.8	19.5
Women	34.9	27.8	23.2	19.5
West Oahu C				
Men	—	24.3	—	—
Women	—	—	20.1	—

IDAHO

Boise St U				
Men	$28.2	$24.0	$20.5	$19.6
Women	27.2	23.0	19.4	16.9
C of Idaho				
Men	22.6	20.3	16.5	—
Women	22.2	—	—	—
C of Southern Idaho				
Men	24.8	21.5	20.4	19.3
Women	25.5	21.8	16.2	17.4

IDAHO—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Idaho St U				
Men	$29.2	$24.5	$21.2	$20.0
Women	27.6	23.8	20.1	17.2
Lewis-Clark St C				
Men	25.4	22.8	19.1	—
Women	—	23.2	19.7	—
Northwest Nazarene C				
Men	24.3	19.6	17.9	15.5
Women	—	—	19.1	15.6
U of Idaho				
Men	31.7	25.7	21.7	—
Women	32.0	23.7	20.6	—

ILLINOIS

American Conservatory of Music				
Men	$21.9	$15.5	—	—
Women	—	16.2	—	—
Augustana C				
Men	34.1	27.7	$22.5	$18.3
Women	—	27.8	21.4	18.1
Aurora C				
Men	25.4	22.9	21.3	—
Women	—	21.5	20.2	—
Bsrat C				
Men	21.3	—	17.1	11.7
Women	20.8	16.9	15.5	12.0
Bethany Theol Sem				
Men	26.1	—	—	—
Women	—	—	—	—
Black Hawk C				
Men	29.4	27.1	21.7	19.4
Women	29.3	25.0	20.1	17.6
East Campus				
Men	—	23.6	20.1	—
Women	—	19.9	—	16.9
Bradley U				
Men	33.7	27.6	23.7	16.4
Women	30.6	25.5	20.6	17.6
Catholic Theol Union				
Men	25.0	21.1	16.0	
Women	—	—	19.6	—
Chicago St U				
Men	27.7	23.7	19.8	15.5
Women	25.9	22.2	18.5	16.3
City C of Chicago				
City-Wide C				
Men	32.0	27.2	23.3	20.5
Women	—	24.6	24.4	20.5
Daley C				
Men	32.6	30.5	28.8	20.5
Women	31.7	30.0	26.8	21.1
Kennedy-King C				
Men	33.2	30.7	27.8	23.3
Women	33.0	30.5	26.9	23.5
Loop C				
Men	33.5	30.5	28.2	20.5
Women	32.5	29.9	27.1	21.4
Malcolm X C				
Men	—	27.3	27.2	23.5
Women	32.6	26.9	25.2	22.8
Olive-Harvey C				
Men	32.3	30.5	27.6	22.2
Women	30.4	29.8	27.3	23.3
Truman C				
Men	32.7	30.1	26.2	18.3
Women	34.1	30.1	24.1	17.8
Wright C				
Men	34.1	31.1	28.6	19.4
Women	35.0	30.4	27.2	17.4
C of Saint Francis				
Men	27.8	22.2	20.7	18.2
Women	—	25.0	20.4	18.3
Concordia C				
Men	24.2	22.3	20.2	14.3
Women	23.6	21.3	16.6	—
DePaul U				
Men	36.8	29.5	23.7	18.8
Women	33.4	27.2	22.4	16.5
Eastern Illinois U				
Men	28.2	23.0	19.1	17.3
Women	27.6	21.6	18.5	15.7
East-West U				
Men	—	—	18.4	15.0
Women	—	—	—	—
Elmhurst C				
Men	31.2	25.2	20.7	—
Women	30.2	25.7	20.4	17.8
Eureka C				
Men	21.3	16.3	14.2	—
Women	19.8	16.8	15.8	—
Garrett-Evangelical Theol Sem				
Men	30.0	—	—	—
Women	—	—	—	—
George Williams C				
Men	25.4	19.6	17.5	—
Women	26.3	19.5	17.9	—
Greenville C				
Men	20.2	19.0	15.1	—
Women	20.1	—	—	—
Illinois Benedictine C				
Men	29.0	23.1	19.1	—
Women	28.6	21.5	21.0	—
Illinois Central C				
Men	32.9	28.0	24.1	19.7
Women	31.4	27.6	23.7	19.3
Illinois C				
Men	27.7	24.1	18.1	16.1
Women	—	—	17.6	—
Illinois C of Optometry				
Men	—	32.5	24.5	—
Women	—	—	23.9	—
Illinois Inst of Tech				
Men	41.0	31.2	24.8	18.7
Women	—	30.4	23.9	20.1
Illinois St U				
Men	31.3	25.3	21.1	17.4
Women	31.0	24.2	20.2	15.9
Illinois Wesleyan U				
Men	31.2	24.9	19.3	17.9
Women	—	22.3	19.6	18.3
John Marshall Law Sch				
Men	53.2	41.5	30.1	—
Women	—	—	—	18.0
Judson C				
Men	23.8	19.8	17.1	—
Women	—	—	15.8	—
Kendall C				
Men	—	—	18.2	—
Women	—	—	18.5	—
Knox C				
Men	33.0	26.4	20.6	18.5
Women	—	—	19.6	—
Lake Forest C				
Men	34.0	28.7	22.7	19.4
Women	33.8	26.0	21.2	18.6

ILLINOIS—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Lewis and Clark CC				
Men	$26.2	$23.3	$21.2	$18.8
Women	26.5	23.0	21.3	18.8
Lewis U				
Men	23.2	20.4	18.9	15.2
Women	—	20.7	17.9	15.1
Lincoln Christian C				
Men	18.9	16.4	15.7	—
Women	—	—	—	—
Lincoln C				
Men	—	19.8	17.5	15.5
Women	—	19.5	—	14.8
Loyola U of Chicago				
Men	36.4	29.2	24.5	23.2
Women	33.8	28.0	23.0	21.3
Lutheran School of Theology Chicago				
Men	29.8	—	—	—
Women	—	—	—	—
MacMurray C				
Men	26.0	20.6	18.4	16.3
Women	—	—	17.8	17.9
McCormick Theol Sem				
Men	29.2	—	—	—
Women	—	—	—	—
McKendree C				
Men	24.3	20.0	19.7	—
Women	—	—	19.6	—
Millikin U				
Men	30.7	24.9	20.1	17.0
Women	—	23.6	20.1	15.3
Monmouth C				
Men	26.7	22.8	19.2	18.2
Women	—	23.4	—	14.9
Moraine Valley CC				
Men	29.3	25.2	20.2	17.7
Women	29.1	24.4	20.0	17.0
Mundelein C				
Men	25.4	21.1	16.9	—
Women	24.9	19.8	16.3	16.3
National C Chiropractic				
Men	24.6	25.1	19.7	17.4
Women	—	—	18.5	14.4
North Central C				
Men	28.5	25.3	19.5	16.9
Women	28.1	—	21.2	18.5
Northeastern Illinois U				
Men	28.1	23.1	20.5	—
Women	26.3	22.2	19.8	19.6
Northern Baptist Theol Sem				
Men	21.5	—	—	—
Women	—	—	—	—
Northern Illinois U				
Men	33.1	26.3	20.8	14.2
Women	31.4	24.9	20.3	14.7
North Park C & Theol Sem				
Men	26.5	22.6	—	16.3
Women	—	22.3	18.8	16.4
Northwestern U				
Men	42.8	29.1	26.5	27.6
Women	40.0	28.4	[illegible]	—
Oakton CC				
Men	31.0	27.2	[illegible]	19.9
Women	28.8	26.3	23.[illegible]	21.8
Olivet Nazarene C				
Men	23.7	21.4	17.6	16.4
Women	—	19.2	17.5	—
Principia C				
Men	30.1	24.7	18.4	15.4
Women	—	23.2	17.1	13.5
Quincy C				
Men	26.4	23.1	18.9	16.8
Women	—	21.8	20.6	—
Richland CC				
Men	25.9	23.1	22.1	18.0
Women	—	22.7	20.7	—
Rockford C				
Men	27.1	21.1	20.4	15.4
Women	25.4	21.5	16.3	12.7
Roosevelt U				
Men	28.1	23.1	20.2	15.9
Women	25.7	21.4	19.2	15.0
Rosary C				
Men	—	25.3	20.0	—
Women	—	24.2	19.5	13.4
Sangamon St U				
Men	31.2	26.3	22.6	—
Women	29.3	26.5	21.3	—
Sauk Valley C				
Men	25.5	24.9	21.8	—
Women	—	24.3	19.7	15.8
Sch of Art Inst of Chicago				
Men	29.1	24.2	19.6	—
Women	29.6	24.3	19.8	—
Seabury-Western Theol Sem				
Men	18.8	15.8	—	—
Women	—	—	—	—
Southern Illinois U Carbondale				
Men	32.9	25.3	20.8	18.2
Women	29.8	23.4	19.3	16.6
Edwardsville				
Men	30.3	26.2	23.1	18.8
Women	28.4	23.1	20.3	15.9
Spertus C of Judaica				
Men	30.2	—	—	—
Women	—	—	—	—
Trinity Christian C*				
Men	27.5	25.1	21.0	20.0
Women	—	—	—	—
Trinity C				
Men	24.3	18.8	16.4	12.3
Women	—	19.5	18.0	—
Trinity Evangelical Divinity School				
Men	27.0	25.9	18.2	—
Women	—	—	—	—
William Rainey Harper C				
Men	37.6	31.0	25.2	21.6
Women	31.4	30.8	25.7	20.8
U of Chicago				
Men	47.5	31.1	26.6	20.7
Women	39.7	30.8	26.0	15.5
U of Health Sciences Chicago Med Sch				
Men	—	—	—	—
Women	—	32.4	18.8	—
U of Illinois Chicago Circle				
Men	38.4	28.3	22.8	18.1
Women	36.3	28.3	22.0	19.5
Chicago-Health Sci Center				
Men	39.8	29.7	24.9	16.4
Women	31.8	26.1	21.9	17.4

ILLINOIS—Continued

	Prof	Assoc Prof	Asst Prof	Inst
U of Illinois—Continued				
Urbana-Champaign				
Men	$40.5	$28.6	$25.7	$22.3
Women	36.1	26.4	22.2	—
Western Illinois U				
Men	29.1	24.0	20.6	14.4
Women	26.9	23.0	20.1	14.7
Wheaton C				
Men	28.2	24.2	19.3	—
Women	27.8	23.1	19.1	—

INDIANA

	Prof	Assoc Prof	Asst Prof	Inst
Anderson C				
Men	$26.2	$22.5	$18.7	$17.2
Women	23.3	20.0	17.7	16.5
Ball State U				
Men	32.0	25.3	20.9	14.4
Women	31.7	25.1	19.4	14.1
Butler U				
Men	29.6	24.5	20.2	—
Women	29.3	22.2	18.2	15.6
Calumet C				
Men	21.3	18.0	14.6	—
Women	—	—	—	—
Concordia Theol Sem				
Men	22.1	19.1	16.8	—
Women	—	—	—	—
DePauw U				
Men	33.4	28.0	22.7	—
Women	29.7	26.1	21.4	—
Earlham C				
Men	30.0	23.1	17.0	—
Women	—	—	18.6	—
Ft Wayne Bible C				
Men	21.4	18.0	12.8	—
Women	—	17.7	—	—
Franklin C of Indiana				
Men	21.2	17.8	17.7	—
Women	18.4	17.5	17.4	—
Goshen Biblical Sem				
Men	18.1	16.6	—	—
Women	—	—	—	—
Goshen C				
Men	21.8	17.3	17.6	—
Women	21.7	17.8	16.4	—
Grace C				
Men	23.7	20.6	17.5	—
Women	—	19.1	—	—
Grace Theol Sem				
Men	25.4	21.8	—	—
Women	—	—	—	—

INDIANA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Huntington C				
Men	$24.1	$20.4	$16.7	$13.4
Women	—	—	—	12.7
Indiana Central U				
Men	26.7	23.3	19.1	—
Women	—	21.7	19.2	16.4
Indiana St U				
Men	30.8	24.8	20.6	15.8
Women	29.2	23.5	19.5	14.9
Evansville				
Men	30.1	24.7	21.5	18.6
Women	30.5	24.3	18.1	14.8
Indiana U				
Bloomington				
Men	36.4	27.0	22.9	—
Women	33.7	25.9	20.8	—
East				
Men	—	23.5	18.1	—
Women	—	—	16.6	—
Kokomo				
Men	29.6	24.4	—	—
Women	—	23.6	19.8	—
Northwest				
Men	34.6	28.0	21.0	—
Women	—	27.0	20.4	—
South Bend				
Men	32.2	26.6	20.6	—
Women	—	23.9	19.9	—
Southeast				
Men	31.0	23.8	18.4	—
Women	28.5	22.9	17.7	—
Indiana U-Purdue U Ft Wayne				
Men	30.9	26.6	21.2	20.5
Women	—	24.5	19.4	15.4
Indianapolis				
Men	35.1	26.5	21.8	—
Women	30.6	24.0	19.4	13.2
Manchester C				
Men	27.1	21.8	17.9	16.5
Women	—	21.8	17.4	—
Marian C				
Men	21.8	19.9	17.1	—
Women	—	—	17.3	15.2
Marion C				
Men	21.4	19.1	15.4	—
Women	22.0	16.9	14.1	11.5
Oakland City C				
Men	16.4	—	14.6	—
Women	16.6	—	13.9	—

INDIANA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Purdue U				
Men	$40.6	$29.6	$24.0	$18.3
Women	35.8	27.1	22.7	14.9
Calumet				
Men	33.5	27.0	22.8	18.6
Women	34.3	24.6	20.2	14.4
North Central				
Men	31.8	26.3	22.4	—
Women	—	25.1	19.1	—
Rose-Hulman Inst of Tech				
Men	35.2	28.8	24.3	—
Women	—	—	—	—
Saint Joseph's C				
Men	24.8	22.7	21.0	18.9
Women	—	—	16.9	—
Saint Mary-of-the-Woods C				
Men	—	17.0	14.1	10.3
Women	—	—	13.1	12.0
Saint Mary's C				
Men	32.8	25.9	20.5	—
Women	30.3	25.9	20.3	17.4
Saint Meinrad C				
Men	—	—	20.8	—
Women	—	—	—	—
Saint Meinrad Sch of Theol				
Men	—	22.6	—	—
Women	—	—	—	—
Taylor U				
Men	24.1	20.7	17.9	14.7
Women	23.6	20.7	17.4	—
Tri-State U				
Men	25.5	22.1	20.0	—
Women	—	20.7	18.6	—
U of Evansville				
Men	28.7	24.5	22.0	17.6
Women	28.3	23.0	19.8	17.6
U of Notre Dame				
Men	40.8	31.4	25.8	27.3
Women	39.3	28.4	22.7	21.5
Valparaiso U				
Men	29.9	23.7	20.6	16.1
Women	25.9	23.1	19.6	14.9
Vincennes U				
Men	26.1	21.9	19.4	17.6
Women	24.9	20.9	17.3	13.3
Wabash C				
Men	37.9	28.8	21.9	—
Women	—	—	22.0	—

Statewide Averages for Faculty Salaries, 1982-83

	Professor		Associate professor		Assistant professor		Instructor	
	Men	Women	Men	Women	Men	Women	Men	Women
Alabama	$31,809	$27,364	$25,325	$23,107	$21,293	$19,390	$16,807	$16,293
Alaska	55,242	50,170	43,485	43,755	36,154	35,172	30,577	29,512
Arizona	40,063	34,810	29,858	27,312	24,283	22,730	18,618	18,298
Arkansas	30,436	26,563	24,380	22,460	21,020	19,491	17,206	16,347
California	38,351	35,024	28,347	27,354	23,572	22,480	21,148	19,773
Colorado	33,244	30,226	26,061	24,397	22,165	20,658	18,132	17,287
Connecticut	39,385	33,526	27,827	26,275	23,261	21,991	20,037	18,448
Delaware	40,013	30,629	28,116	25,905	22,544	20,828	18,238	17,437
District of Columbia	37,928	35,015	28,699	27,537	23,021	22,459	19,433	18,527
Florida	35,084	30,444	26,065	24,181	21,615	20,343	17,166	16,573
Georgia	34,285	28,467	26,350	24,110	21,701	20,422	16,657	16,064
Hawaii	37,403	33,613	27,956	26,364	22,833	22,459	16,872	18,224
Idaho	28,829	26,835	23,961	23,036	20,766	19,414	19,378	17,009
Illinois	35,654	30,572	26,666	25,335	22,715	21,221	18,800	17,721
Indiana	33,566	29,646	26,197	23,917	21,590	19,643	17,627	14,775
Iowa	33,024	28,913	25,831	24,675	21,615	20,048	18,316	16,772
Kansas	32,516	28,998	24,713	23,241	21,179	19,323	16,837	16,168
Kentucky	31,061	28,012	24,645	23,028	20,843	19,422	16,939	16,186
Louisiana	32,998	29,207	26,917	25,032	22,866	20,798	17,524	17,339
Maine	32,584	29,335	25,017	23,508	20,042	18,536	16,140	15,762
Maryland	37,242	33,562	28,473	27,164	23,109	22,127	17,534	17,175
Massachusetts	40,120	34,277	29,098	26,795	23,991	22,347	18,889	17,802
Michigan	35,487	31,508	27,098	25,412	22,962	21,233	18,889	17,315
Minnesota	35,352	32,954	26,983	25,901	22,358	20,960	17,830	17,083
Mississippi	29,660	26,434	24,331	22,969	20,002	18,699	16,021	15,512
Missouri	32,388	29,564	25,627	23,898	21,068	19,636	16,981	16,337
Montana	31,153	29,425	25,678	24,923	21,715	20,733	19,169	17,080
Nebraska	30,961	28,024	24,509	23,991	20,236	19,681	16,474	16,462
Nevada	37,882	36,468	29,451	29,043	24,502	23,304	18,078	21,765
New Hampshire	32,494	27,442	24,392	23,560	20,711	19,047	16,894	15,236
New Jersey	40,594	36,962	30,352	28,800	24,111	22,946	18,914	17,845
New Mexico	36,130	31,653	27,451	26,150	23,151	21,091	19,259	18,164
New York	38,946	35,827	29,805	28,479	23,754	22,665	19,032	17,753
North Carolina	32,859	27,709	25,458	23,691	20,997	20,040	17,957	16,272
North Dakota	31,938	29,466	27,115	25,347	22,899	21,181	18,849	18,903
Ohio	35,042	30,513	27,255	25,399	22,163	20,838	18,239	17,256
Oklahoma	34,507	30,355	28,272	26,884	24,678	22,938	20,953	19,325
Oregon	31,116	28,823	24,589	23,708	20,961	19,436	17,129	16,392
Pennsylvania	36,661	31,955	27,737	25,812	22,843	21,038	17,794	16,389
Rhode Island	36,175	31,490	27,069	25,603	22,660	21,236	19,276	16,385
South Carolina	32,392	27,136	24,262	22,658	21,867	18,929	15,872	15,184
South Dakota	27,044	26,037	22,303	21,733	19,615	18,198	16,550	14,858
Tennessee	31,585	27,472	24,565	22,693	20,437	19,194	16,844	15,843
Texas	36,442	31,611	28,403	26,228	23,671	22,070	19,041	18,444
Utah	35,341	31,658	26,687	25,280	22,562	20,600	18,623	16,729
Vermont	32,340	28,422	24,722	23,338	20,413	19,903	17,830	17,074
Virginia	34,292	28,925	26,147	24,084	21,623	20,049	17,211	16,296
Washington	32,962	28,157	25,553	24,633	21,310	20,374	18,037	17,678
West Virginia	27,927	25,259	23,259	21,357	19,618	18,383	16,158	15,196
Wisconsin	34,942	31,943	26,467	25,266	22,624	21,244	19,652	18,176
Wyoming	39,015	35,125	31,564	30,468	25,759	24,287	22,037	20,273
US Service Schools	42,200	27,156	34,068	29,845	26,581	24,969	20,506	0
Guam	31,676	31,216	25,803	26,127	22,637	21,536	19,280	18,370
Puerto Rico	28,223	28,046	22,552	20,192	20,153	18,665	16,702	15,862
Virgin Islands	32,203	29,803	25,791	27,008	22,383	21,857	19,417	18,565
50 states and D.C.	$35,956	$32,221	$27,262	$25,738	$22,586	$21,130	$18,160	$17,102

Note: Data are for full-time faculty members on 9-month contracts.

SOURCE: NATIONAL CENTER FOR EDUCATION STATISTICS

IOWA

	Prof	Assoc Prof	Asst Prof	Inst
Briar Cliff C				
Men	$25.6	$21.6	$19.2	$17.2
Women	—	—	20.4	16.6
Buena Vista C				
Men	28.6	23.7	21.1	17.9
Women	—	22.6	18.6	16.3
Central U of Iowa				
Men	27.4	23.8	20.3	—
Women	—	24.2	19.4	16.9
Clarke C				
Men	—	21.8	16.2	—
Women	24.3	23.0	17.3	15.7
Coe C				
Men	31.8	25.6	20.5	16.4
Women	—	24.4	20.2	18.1
Cornell C				
Men	29.8	23.4	19.8	—
Women	30.3	24.1	18.6	—
Divine Word C				
Men	—	—	18.2	—
Women	—	—	—	—
Dordt C				
Men	26.3	23.7	20.7	19.0
Women	—	—	—	—
Drake U				
Men	28.1	23.8	20.2	17.9
Women	24.6	23.0	19.3	17.7
Faith Baptist Bible C				
Men	19.7	16.8	15.3	—
Women	—	—	14.5	—
Graceland C				
Men	21.9	20.0	17.2	15.9
Women	23.4	—	17.0	—
Grand View C				
Men	24.8	21.3	—	—
Women	—	20.8	18.1	17.0
Grinnell C				
Men	35.9	26.1	20.9	—
Women	—	25.8	20.8	—
Iowa Central CC				
Men	21.9	22.3	22.9	20.7
Women	—	—	—	19.5
Iowa St U				
Men	37.1	28.7	23.5	17.9
Women	35.2	26.3	21.5	16.6
Iowa Wesleyan C				
Men	19.5	15.8	15.4	13.9
Women	—	17.7	15.7	—
Iowa Western CC				
Men	25.9	22.3	18.5	17.0
Women	—	19.7	17.1	14.9
Luther C				
Men	29.0	23.3	20.2	18.4
Women	27.3	23.4	19.9	17.5
Marycrest C				
Men	—	19.1	17.5	—
Women	—	18.1	17.3	—
Morningside C				
Men	24.8	20.9	18.5	16.7
Women	—	—	17.0	14.9
Mount Mercy C				
Men	—	20.9	19.4	—
Women	—	21.1	18.6	16.6
Northwestern C				
Men	24.4	22.3	19.1	—
Women	—	—	17.2	14.9
Palmer C of Chiropractic				
Men	31.5	23.1	19.1	14.7
Women	28.4	21.5	19.3	14.5
Saint Ambrose C				
Men	27.0	24.0	21.6	19.0
Women	—	—	20.9	—
Simpson C				
Men	26.2	22.3	19.7	17.9
Women	—	—	19.1	16.8
U of Dubuque				
Men	24.9	21.9	20.2	—
Women	—	—	17.4	15.3
U of Iowa				
Men	39.8	30.5	25.5	24.9
Women	35.3	27.8	22.9	19.3
U of Northern Iowa				
Men	32.3	26.6	22.5	19.1
Women	30.2	26.2	21.5	17.5
Upper Iowa U				
Men	—	—	13.4	—
Women	—	—	13.0	11.4
Waldorf C				
Men	28.0	25.8	24.2	19.7
Women	—	—	22.5	19.5
Wartburg C				
Men	24.0	21.8	19.5	—
Women	—	—	18.0	—
Westmar C				
Men	22.0	18.3	16.2	16.4
Women	—	—	—	14.8
William Penn C				
Men	19.7	17.7	16.5	—
Women	—	18.5	—	—

KANSAS

	Prof	Assoc Prof	Asst Prof	Inst
Baker U				
Men	$22.2	$18.9	$17.2	—
Women	—	—	16.1	$13.4
Benedictine C				
Men	23.3	19.3	16.4	15.7
Women	22.5	18.8	15.7	13.9
Bethany C				
Men	23.9	20.0	17.3	14.7
Women	—	—	16.8	—
Bethel C				
Men	20.9	19.4	16.3	—
Women	—	—	16.2	—
Central Baptist Theol Sem				
Men	24.3	22.4	—	—
Women	—	—	—	—
Dodge City CC				
Men	26.8	21.6	18.3	15.5
Women	—	—	19.1	15.8
Emporia St U				
Men	28.6	24.3	21.6	—
Women	27.0	23.3	21.0	—
Ft Hays St U				
Men	28.3	23.9	21.2	18.8
Women	26.9	23.0	20.0	17.5
Friends Bible C				
Men	—	—	15.0	—
Women	—	—	—	—
Friends U				
Men	19.5	17.5	16.8	—
Women	—	—	15.9	—

Continued on Following Page

FACT-FILE—Continued

KANSAS—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Kansas Newman C				
Men	—	$16.6	$16.4	—
Women	—	16.8	16.5	$14.7
Kansas St U				
Men	$34.5	26.6	21.9	17.9
Women	31.2	25.7	20.3	17.9
Kansas Tech Inst				
Men	24.1	23.7	22.6	—
Women	—	—	—	—
Kansas Wesleyan				
Men	20.1	16.5	16.3	—
Women	—	16.1	—	—
Manhattan Christian C				
Men	16.4	14.6	—	—
Women	—	—	—	—
Marymount C of Kansas				
Men	—	17.6	15.0	12.6
Women	—	17.2	14.6	11.2
McPherson C				
Men	21.3	17.3	16.0	13.8
Women	—	—	15.9	—
Mid-America Nazarene C				
Men	22.6	19.8	17.9	16.0
Women	—	16.8	17.2	15.3
Ottawa U				
Men	20.9	18.3	15.0	—
Women	—	—	17.4	—
Pittsburg St U				
Men	26.5	25.3	22.7	18.7
Women	27.1	22.7	18.7	17.5
Saint John's C				
Men	—	15.1	14.3	—
Women	—	—	—	13.1
Saint Mary C				
Men	—	—	—	13.7
Women	—	—	—	13.6
Saint Mary of the Plains C				
Men	—	17.1	15.7	13.8
Women	—	—	16.5	—
Southwestern C				
Men	23.3	19.8	17.9	—
Women	—	20.2	17.8	—
Sterling C				
Men	21.4	19.3	16.3	—
Women	—	—	15.9	—
Tabor C				
Men	20.7	18.4	16.8	15.6
Women	—	—	16.0	—
U of Kansas				
Men	36.1	26.5	24.0	15.9
Women	33.3	24.1	21.1	14.2
Medical Center				
Men	34.7	—	20.5	21.3
Women	31.3	25.2	20.6	17.3
Washburn U of Topeka				
Men	34.1	27.6	20.7	20.2
Women	37.0	28.3	20.4	17.9
Wichita State U				
Men	34.8	27.3	22.4	17.9
Women	30.8	25.2	20.8	16.3

KENTUCKY

	Prof	Assoc Prof	Asst Prof	Inst
Alice Lloyd C				
Men	—	—	$14.1	$11.4
Women	—	—	—	—
Asbury C				
Men	$24.8	$20.9	18.6	15.6
Women	—	—	18.2	15.2
Asbury Theol Sem				
Men	25.6	21.1	—	—
Women	—	—	—	—
Bellarmine C				
Men	28.9	23.0	19.4	—
Women	24.8	23.8	18.2	—
Berea C				
Men	29.4	23.6	20.0	16.7
Women	30.6	23.8	19.0	17.2
Brescia C				
Men	—	22.3	18.1	—
Women	—	—	19.1	14.8
Campbellsville C				
Men	22.8	18.3	15.2	13.6
Women	—	—	14.4	13.2
Centre C of Ky				
Men	26.3	21.2	18.2	—
Women	23.2	—	16.9	—
Cumberland C				
Men	19.7	16.5	14.9	13.5
Women	—	17.6	13.4	12.5
Eastern Ky U				
Men	29.6	25.4	21.9	16.5
Women	29.1	24.8	20.2	16.3
Georgetown C				
Men	25.6	21.4	17.9	—
Women	—	21.1	17.5	15.0
Kentucky Christian C				
Men	12.5	11.9	—	—
Women	—	13.6	—	—
Kentucky St U				
Men	29.5	22.8	21.5	19.1
Women	—	22.7	19.0	17.6
Kentucky Wesleyan C				
Men	26.2	22.8	16.7	—
Women	—	22.1	16.9	—
Lees Junior C				
Men	16.2	15.9	—	12.5
Women	—	—	—	11.3
Lexington Theol Sem				
Men	21.8	—	—	—
Women	—	—	—	—
Louisville Presbyterian Theol Sem				
Men	31.9	—	—	—
Women	—	—	—	—
Morehead St U				
Men	26.8	24.6	21.5	17.1
Women	28.4	24.4	20.5	16.8
Murray St U				
Men	28.7	24.9	21.2	18.9
Women	26.5	23.7	20.4	17.6
Northern Kentucky U				
Men	35.4	26.8	22.3	18.0
Women	36.0	25.4	20.7	15.4
Pikeville C				
Men	20.9	18.8	16.5	—
Women	21.0	—	16.1	—
Spalding C				
Men	18.7	16.0	—	14.0
Women	18.3	16.5	16.0	14.5
Thomas More C				
Men	19.1	16.9	14.5	12.5
Women	—	—	16.0	15.6
Transylvania U				
Men	25.6	23.8	19.3	17.9
Women	—	19.6	19.2	—
Union C				
Men	21.3	17.6	14.7	14.3
Women	—	17.5	15.6	13.1

KENTUCKY—Continued

	Prof	Assoc Prof	Asst Prof	Inst
U of Kentucky				
Men	$37.5	$28.6	$23.8	$20.9
Women	35.0	26.7	21.7	18.6
CC System				
Men	24.7	20.9	18.2	16.5
Women	24.5	21.0	17.5	15.5
U of Louisville				
Men	35.4	26.8	23.4	18.9
Women	31.9	23.3	19.0	16.2
Western Kentucky U				
Men	30.4	25.3	21.7	19.7
Women	28.8	23.3	20.1	17.0

LOUISIANA

	Prof	Assoc Prof	Asst Prof	Inst
Centenary C of La				
Men	$28.2	$24.9	$19.6	$17.7
Women	—	—	17.9	17.2
Delgado CC				
Men	27.6	25.2	21.9	18.2
Women	—	23.2	20.7	18.3
Dillard U				
Men	22.4	20.8	17.2	16.2
Women	—	20.2	17.7	15.4
Grambling St U				
Men	26.3	24.5	21.9	16.8
Women	27.1	24.5	20.2	17.1
Louisiana C				
Men	25.2	20.2	19.0	—
Women	—	19.9	18.7	15.5
Louisiana St U				
Alexandria				
Men	27.5	22.1	21.0	17.6
Women	—	22.8	20.1	18.0
Baton Rouge				
Men	38.7	29.4	24.7	17.3
Women	35.4	29.0	22.5	16.7
Eunice				
Men	—	—	21.3	20.4
Women	—	—	21.5	16.1
Medical Center				
Men	45.1	35.1	26.2	19.6
Women	35.9	30.7	22.5	18.5
Shrsveport				
Men	30.3	26.4	22.4	18.8
Women	29.4	26.2	21.1	—
Louisiana Tech U				
Men	32.5	27.4	23.3	15.8
Women	30.2	24.5	20.8	17.9
Loyola U in New Orleans				
Men	33.7	27.7	22.4	18.4
Women	32.4	27.0	21.8	17.9
McNeese St U				
Men	30.4	26.2	22.3	22.0
Women	33.8	25.1	21.7	19.4
New Orleans Baptist Theol Sem				
Men	19.4	18.6	16.4	—
Women	—	—	—	—
Nicholls St U				
Men	31.0	26.7	23.7	19.5
Women	32.5	26.1	22.6	19.9
Northeast Louisiana U				
Men	32.7	29.3	23.7	17.6
Women	30.3	26.2	21.6	16.7
Northwestern St U of La				
Men	28.2	24.5	22.1	19.2
Women	28.7	23.6	20.4	17.7
Our Lady of Holy Cross C				
Men	—	20.3	16.8	15.0
Women	—	—	14.8	18.9
Saint Mary's Dominican C				
Men	—	18.4	16.4	15.4
Women	23.0	18.0	15.4	14.0
Southeastern Louisiana U				
Men	30.3	27.0	23.7	17.1
Women	26.0	26.7	23.0	18.4
Southern U				
A & M C				
Men	28.3	24.1	23.7	20.7
Women	26.6	26.0	19.9	16.4
Shreveport–Bossier				
Men	—	—	20.4	18.5
Women	—	22.9	20.5	18.6
New Orleans				
Men	24.0	24.7	21.6	18.4
Women	27.8	24.3	20.7	17.4
Tulane U of Louisiana				
Men	36.5	28.4	21.6	17.3
Women	31.4	27.8	20.1	16.5
U of New Orleans				
Men	34.5	26.9	22.5	16.3
Women	30.8	25.1	19.7	16.1
U of Southwestern Louisiana				
Men	34.4	28.0	23.7	19.1
Women	32.2	26.8	23.2	18.6
Xavier U of Louisiana				
Men	22.8	20.4	18.8	15.0
Women	22.0	18.5	16.5	15.3

MAINE

	Prof	Assoc Prof	Asst Prof	Inst
Bangor Theol Sem				
Men	$35.9	—	—	—
Women	—	—	—	—
Bates C				
Men	34.0	$26.5	$21.0	$19.3
Women	—	26.0	20.7	—
Bowdoin C				
Men	39.0	28.0	22.0	17.6
Women	—	—	21.2	—
Colby C*				
Men	38.6	28.8	22.4	17.4
Women	36.0	27.2	21.3	—
Husson C				
Men	19.7	18.3	17.2	—
Women	19.9	16.9	15.4	—
Maine Maritime Acad				
Men	25.6	22.5	19.3	17.4
Women	—	—	—	—
Nasson C				
Men	20.2	18.0	16.2	—
Women	—	—	—	—
Saint Joseph's C				
Men	—	—	15.3	—
Women	—	18.9	15.6	—
Thomas C				
Men	—	—	19.4	—
Women	—	—	17.2	—
Unity C				
Men	15.3	14.3	14.8	—
Women	—	—	—	—
U of Maine				
Augusta				
Men	26.0	22.6	17.2	—
Women	—	23.1	15.7	15.0
Farmington				
Men	29.0	23.7	19.1	—
Women	—	21.1	19.0	15.0

MAINE—Continued

	Prof	Assoc Prof	Asst Prof	Inst
U of Maine—Continued				
Ft Kent				
Men	$29.3	$22.5	$17.7	—
Women	—	—	—	—
Machias				
Men	27.4	23.5	18.9	—
Women	—	23.2	18.6	—
Orono				
Men	32.3	25.1	20.8	$13.6
Women	28.0	23.3	18.3	13.3
Presque Isle				
Men	27.2	22.9	19.3	—
Women	28.4	—	17.5	14.3
U of New England				
Men	—	21.6	18.2	—
Women	—	—	16.8	—
U of Southern Maine				
Men	32.2	26.1	20.5	15.6
Women	29.0	24.1	19.9	17.5

MARYLAND

	Prof	Assoc Prof	Asst Prof	Inst
Allegany CC				
Men	$27.4	$22.2	$19.4	$14.3
Women	—	21.1	17.8	16.2
Anne Arundel CC				
Men	32.7	28.0	22.5	19.8
Women	30.8	26.7	22.3	20.1
Baltimore Hebrew C				
Men	32.6	25.7	—	—
Women	—	—	—	—
Bowie State C				
Men	35.7	30.2	23.2	—
Women	35.6	27.6	23.2	—
Capitol Inst of Tech				
Men	23.6	—	20.0	—
Women	—	—	—	—
Catonsville CC				
Men	35.1	29.6	25.2	$18.7
Women	33.3	27.6	24.1	18.5
Cecil CC				
Men	—	22.2	21.0	—
Women	—	—	19.0	15.3
Charles County CC				
Men	29.0	26.0	21.0	—
Women	—	24.8	17.9	16.2
Chesapeake C				
Men	—	22.1	21.9	16.3
Women	—	22.7	19.9	—
C of Notre Dame of Md				
Men	22.4	20.0	17.5	—
Women	25.4	21.7	19.8	15.7
Columbia Union C				
Men	18.3	17.6	16.8	15.6
Women	—	17.8	17.8	15.2
CC of Baltimore				
Men	32.1	25.0	21.2	—
Women	30.0	25.1	21.0	17.7
Coppin State C				
Men	33.5	27.7	22.8	17.2
Women	34.5	28.4	21.3	16.7
Dundalk CC				
Men	31.0	26.9	23.9	21.2
Women	—	25.3	22.6	19.7
Essex CC				
Men	35.6	28.8	24.6	20.1
Women	33.6	28.5	23.4	19.2
Frederick CC				
Men	32.9	26.2	20.4	16.5
Women	—	—	19.1	14.9
Frostburg State C				
Men	32.0	26.8	22.4	18.5
Women	33.5	24.0	21.2	18.2
Garrett CC				
Men	—	—	19.6	16.0
Women	—	—	—	—
Goucher C				
Men	31.2	24.8	19.2	—
Women	27.3	22.7	19.5	16.0
Hagerstown JC				
Men	25.7	23.9	20.6	—
Women	—	22.3	19.5	18.0
Harford CC				
Men	32.9	27.6	21.9	—
Women	—	29.2	22.3	15.0
Hood C				
Men	27.9	22.9	19.0	—
Women	31.2	23.3	18.8	15.2
Howard CC				
Men	34.2	30.7	23.2	19.4
Women	—	25.3	22.0	18.3
Johns Hopkins U				
Men	46.3	32.9	24.3	20.8
Women	42.6	30.2	24.7	16.1
Loyola C				
Men	34.7	29.4	24.1	13.1
Women	—	25.1	20.8	—
Montgomery C				
Germantown				
Men	34.9	27.4	21.1	—
Women	—	—	20.2	—
Rockville				
Men	34.4	29.4	24.4	20.9
Women	34.4	28.5	23.5	18.1
Takoma Park				
Men	35.5	32.5	25.1	18.7
Women	35.3	28.2	22.8	18.7
Morgan St U				
Men	36.6	27.9	23.3	18.1
Women	35.4	26.0	22.6	16.1
Mount Saint Mary's C				
Men	28.8	22.6	17.2	—
Women	—	—	16.8	—
Prince Georges CC				
Men	32.9	29.4	24.9	20.9
Women	32.9	29.2	24.7	19.9
Saint Mary's C of Md				
Men	24.8	26.4	17.8	9.1
Women	28.6	26.3	17.3	9.2
Salisbury St C				
Men	34.9	28.0	22.9	18.0
Women	34.5	27.3	21.2	17.9
Towson St U				
Men	35.5	30.0	24.5	19.3
Women	35.2	29.7	24.0	19.3
Uniformed Services U of Health Sciences				
Men	54.2	41.5	28.4	—
Women	—	33.0	25.3	—
U.S. Naval Academy				
Men	44.0	35.2	26.7	—
Women	—	29.5	24.8	—
U of Baltimore				
Men	37.9	28.4	27.7	—
Women	31.2	34.1	24.9	—

MARYLAND—Continued

	Prof	Assoc Prof	Asst Prof	Inst
U of Maryland				
Baltimore County				
Men	$39.9	$28.5	$24.0	$18.1
Women	—	29.3	23.1	15.7
Balt Prof Schools				
Men	43.8	33.6	30.0	22.4
Women	36.0	29.1	23.6	17.4
College Park				
Men	40.6	29.6	24.0	18.0
Women	39.3	28.3	22.9	16.4
Eastern Shore				
Men	23.2	26.2	25.1	21.1
Women	—	—	23.6	21.5
University C				
Men	—	—	—	18.7
Women	—	—	—	—
Villa Julie C				
Men	—	—	—	—
Women	—	21.3	17.6	—
Washington Bible C				
Men	17.7	15.8	—	—
Women	—	—	—	—
Washington C				
Men	30.2	24.4	20.7	—
Women	30.3	24.0	—	—
Washington Theol Union				
Men	—	21.9	16.4	—
Women	—	—	—	—
Western Maryland C				
Men	29.3	24.2	21.1	—
Women	—	24.8	20.7	—
Wor-Wic Tech CC				
Men	—	—	—	—
Women	—	—	20.0	—

MASSACHUSETTS

	Prof	Assoc Prof	Asst Prof	Inst
American International C				
Men	$27.7	$20.9	$17.1	$14.1
Women	—	16.6	17.7	14.3
Amherst C				
Men	42.7	30.3	23.6	—
Women	—	32.0	23.3	—
Andover Newton Theol Sch				
Men	23.4	—	—	—
Women	—	—	16.2	—
Anna Maria C				
Men	23.3	22.1	17.9	—
Women	—	19.0	18.9	14.8
Assumption C				
Men	30.4	24.6	21.2	—
Women	—	23.3	20.1	—
Atlantic Union C				
Men	18.8	17.5	19.9	—
Women	19.1	18.1	16.7	—
Babson C				
Men	43.1	32.3	27.5	—
Women	—	—	25.8	—
Bay Path JC				
Men	25.9	23.1	—	—
Women	—	22.7	19.2	13.1
Becker JC				
Leicester				
Men	—	23.1	17.7	—
Women	—	—	—	—
Worcester				
Men	25.1	—	17.3	—
Women	—	—	17.7	15.3
Bentley C				
Men	38.6	31.1	25.5	21.8
Women	—	30.0	24.2	23.8
Berkshire Christian C				
Men	13.9	—	—	—
Women	—	—	—	—
Berkshire CC				
Men	29.5	24.7	20.6	18.1
Women	—	24.2	19.2	17.3
Boston C				
Men	41.6	31.2	25.6	21.7
Women	39.1	28.6	22.9	19.8
Boston U				
Men	39.0	30.4	24.5	21.5
Women	36.8	28.9	22.9	19.4
Brandeis U				
Men	43.7	32.5	24.1	18.6
Women	41.8	29.2	23.6	19.6
Bridgewater State C				
Men	34.3	28.1	24.8	—
Women	32.8	25.0	24.5	22.4
Bristol CC				
Men	29.1	23.6	21.0	18.4
Women	28.3	23.5	21.8	18.4
Bunker Hill CC				
Men	28.0	24.7	21.6	16.5
Women	26.3	22.4	20.8	17.2
Cambridge C Inst of Open Ed				
Men	—	24.8	23.8	—
Women	—	24.8	23.8	—
Cape Cod CC				
Men	29.5	25.1	22.2	20.0
Women	28.6	24.5	22.0	18.9
Chamberlayne JC				
Men	—	—	17.5	17.1
Women	—	—	16.7	14.3
Clark U				
Men	37.9	29.2	21.7	21.1
Women	37.1	26.1	21.1	—
C of the Holy Cross				
Men	36.0	28.1	22.9	20.2
Women	—	26.2	22.2	19.7
C of Our Lady of the Elms				
Men	—	23.5	20.0	—
Women	—	—	18.2	—
Curry C				
Men	23.5	21.7	16.7	15.6
Women	—	23.7	19.0	15.5
Dean JC				
Men	25.3	23.4	19.7	15.0
Women	—	—	16.9	14.4
Eastern Nazarene C				
Men	23.4	20.1	15.9	—
Women	—	—	16.1	—
Emerson C				
Men	33.0	26.7	22.8	—
Women	29.1	25.4	23.2	21.8
Emmanuel C				
Men	28.0	23.5	16.5	—
Women	—	21.3	19.3	16.0
Endicott C				
Men	19.6	—	—	—
Women	18.3	—	15.8	14.9
Episcopal Divinity Sch				
Men	18.4	—	—	—
Women	—	—	—	—
Fitchburg State C				
Men	32.0	27.7	24.8	18.1
Women	30.7	27.3	22.6	17.9

MASSACHUSETTS—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Forsyth Sch of Dental Hygienists				
Men	—	—	—	—
Women	—	—	$17.2	$11.9
Framingham State C				
Men	$32.8	$26.0	23.1	20.4
Women	31.6	25.8	23.7	18.9
Franklin Inst of Boston				
Men	24.0	21.3	13.3	17.7
Women	—	—	—	—
Gordon C				
Men	26.1	22.6	18.8	—
Women	—	—	18.5	—
Gordon-Conwell Theol Sem				
Men	26.8	22.1	20.1	—
Women	—	—	—	—
Greenfield CC				
Men	26.4	24.1	20.0	—
Women	—	24.1	19.3	17.9
Hampshire C				
Men	34.6	26.9	20.9	—
Women	—	25.2	20.4	—
Harvard-Radcliffe				
Men	53.8	30.8	26.7	17.7
Women	47.7	29.4	26.6	19.1
Hellenic C-Holy Cross Sch				
Men	27.3	27.2	—	—
Women	—	—	—	15.5
Holyoke CC				
Men	28.3	23.8	21.4	17.0
Women	27.1	22.5	20.8	16.3
Laboure JC				
Men	—	19.2	—	—
Women	—	—	18.8	17.6
Lasell JC				
Men	20.9	18.9	—	—
Women	20.6	19.7	16.5	13.5
Lesley C				
Men	27.0	25.9	18.5	—
Women	27.7	23.7	20.5	15.8
Mass Bay CC				
Men	28.6	25.4	21.2	—
Women	26.0	24.6	19.7	17.0
Mass C of Art				
Men	31.9	26.2	23.0	—
Women	28.3	24.7	21.2	—
Mass C of Phar & Allied Hlth Sci				
Men	27.4	21.6	19.1	—
Women	—	20.7	18.6	—
Mass Inst of Tech				
Men	48.9	34.6	27.8	21.9
Women	43.2	32.8	24.8	19.3
Mass Maritime Acad				
Men	29.2	27.1	24.7	—
Women	—	—	—	—
Massasoit CC				
Men	27.9	23.4	19.2	16.2
Women	26.2	22.4	19.2	16.0
Merrimack C				
Men	31.8	25.8	20.6	—
Women	—	24.4	19.8	—
Middlesex CC				
Men	27.6	23.2	20.2	17.7
Women	25.9	22.7	21.0	15.9
Mount Holyoke C				
Men	38.7	29.5	21.9	—
Women	38.6	26.2	22.5	16.8
Mount Wachusett CC				
Men	27.4	24.3	21.9	16.9
Women	28.0	—	21.7	17.6
New England C of Optometry				
Men	32.3	27.2	23.0	19.2
Women	—	—	23.3	22.2
New England Sch of Law				
Men	35.4	29.7	26.2	—
Women	—	—	—	—
North Adams St C				
Men	31.6	27.3	24.4	19.6
Women	23.7	25.9	23.0	24.6
Northern Essex CC				
Men	28.7	24.9	21.4	19.9
Women	25.7	22.9	20.5	17.7
North Shore CC				
Men	28.8	25.4	21.7	17.5
Women	28.2	24.1	21.2	17.8
Quinsigamond CC				
Men	27.5	23.7	21.6	17.8
Women	27.9	23.4	20.2	18.0
Regis C				
Men	25.3	—	—	—
Women	25.8	22.2	18.0	—
Roxbury CC				
Men	30.1	27.7	22.9	14.0
Women	—	—	20.0	—
Salem State C				
Men	33.3	27.9	23.5	18.6
Women	32.1	26.7	22.1	18.6
Simmons C				
Men	35.7	28.1	21.9	20.3
Women	35.3	27.6	23.1	19.6
Smith C				
Men	38.6	29.0	23.1	18.9
Women	36.7	28.9	23.5	18.5
Southeastern Mass U				
Men	28.5	21.6	17.7	—
Women	25.7	19.0	16.2	—
Springfield C				
Men	33.5	25.0	20.5	13.7
Women	27.5	21.8	18.4	13.2
Springfield Tech CC				
Men	28.4	25.7	22.4	19.0
Women	27.4	24.2	22.0	18.9
Stonehill C				
Men	29.0	23.0	19.9	—
Women	26.7	22.6	19.4	—
Suffolk U				
Men	35.8	28.1	24.3	18.1
Women	33.7	27.6	22.4	20.3
Swain Sch of Design				
Men	—	—	13.3	—
Women	—	—	—	—
Tufts U				
Men	42.8	32.3	25.8	—
Women	40.1	29.6	23.4	19.2
U of Lowell				
Men	37.6	30.8	25.8	19.7
Women	35.9	27.7	23.7	22.5
U of Massachusetts				
Amherst				
Men	38.9	31.1	24.8	22.1
Women	35.9	29.3	24.7	21.2
Boston				
Men	36.2	30.0	24.9	27.0
Women	33.4	28.9	24.8	—

MASSACHUSETTS—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Wellesley C				
Men	$45.2	$31.1	$26.0	$21.2
Women	44.2	31.9	26.2	20.2
Wentworth Inst of Tech				
Men	24.6	22.9	20.7	19.2
Women	—	20.4	18.9	17.3
Western New England C				
Men	36.3	28.2	25.3	19.4
Women	33.2	26.6	22.2	16.0
Westfield State C				
Men	31.7	26.2	23.6	19.4
Women	29.1	25.4	21.6	18.5
Wheaton C				
Men	34.3	31.8	21.7	—
Women	34.6	25.9	20.8	—
Wheelock C				
Men	29.7	—	—	—
Women	—	22.3	18.1	—
Williams C				
Men	41.7	30.1	23.1	—
Women	—	29.1	21.9	—
Worcester JC*				
Men	14.7	18.7	—	—
Women	—	—	—	—
Worcester Poly Inst				
Men	39.2	31.3	25.6	17.7
Women	—	—	23.9	—
Worcester State C				
Men	31.8	28.9	24.7	—
Women	29.8	26.2	24.2	17.3

MICHIGAN

Adrian C				
Men	$28.0	$23.8	$19.1	$15.2
Women	—	24.6	18.3	14.4
Albion C				
Men	36.2	28.4	20.7	18.3
Women	34.0	—	20.8	16.9
Alma C				
Men	29.2	23.6	19.0	—
Women	—	23.9	15.5	15.0
Aquinas C				
Men	30.5	24.7	22.1	18.8
Women	—	24.6	19.7	—
Calvin C				
Men	28.6	25.2	22.1	13.8
Women	26.4	12.6	20.2	17.1
Calvin Theol Sem				
Men	29.8	26.0	—	—
Women	—	—	—	—
Ctr for Creative Studies				
Men	23.8	22.2	19.8	—
Women	—	19.3	—	—
Central Mich U				
Men	34.1	27.7	23.7	19.5
Women	32.5	27.1	22.8	18.6
Concordia C				
Men	20.5	18.2	15.0	—
Women	—	18.0	15.0	—
Delta C				
Men	34.6	30.8	25.8	22.1
Women	35.2	30.6	25.4	20.7
Detroit C of Law				
Men	36.2	25.9	—	—
Women	—	—	—	—
Eastern Mich U				
Men	30.2	25.6	22.7	19.0
Women	28.0	24.3	20.9	17.6
Ferris State C				
Men	30.4	25.9	23.2	20.8
Women	31.2	24.7	20.9	18.8
GMI Engineering & Management Inst				
Men	35.1	30.7	27.1	—
Women	—	28.9	25.6	—
Grace Bible C				
Men	—	20.9	19.1	—
Women	—	—	—	—
Grand Rapids Baptist C & Sem				
Men	20.8	17.9	14.3	—
Women	—	—	15.2	—
Grand Valley St C's				
Men	30.3	25.8	21.3	—
Women	—	23.6	19.7	—
Great Lakes Bible C				
Men	14.5	13.2	—	—
Women	—	—	—	—
Hillsdale C				
Men	34.6	26.4	21.6	—
Women	32.1	24.3	—	17.0
Hope C				
Men	28.9	25.2	21.7	17.0
Women	—	24.1	19.9	16.1
Jordan C				
Men	—	—	—	11.3
Women	—	—	—	—
Kalamazoo C				
Men	34.4	26.7	20.7	18.7
Women	—	25.5	20.1	—
Kendall Sch of Design				
Men	—	—	19.2	—
Women	—	—	18.1	—
Lake Michigan C				
Men	26.0	22.9	21.3	20.7
Women	—	—	20.0	16.1
Lake Superior St C				
Men	27.6	24.5	20.8	17.2
Women	—	24.2	19.6	14.4
Lansing CC				
Men	26.1	24.1	21.7	19.4
Women	24.1	23.2	21.0	18.6
Lawrence Inst of Tech*				
Men	30.8	26.7	23.8	20.0
Women	—	—	22.0	—
Lewis C of Business				
Men	—	—	—	—
Women	—	—	16.3	7.3
Madonna				
Men	24.8	—	20.0	17.9
Women	—	21.4	19.0	16.5
Marygrove C				
Men	—	18.5	16.2	—
Women	23.0	19.0	16.2	13.6
Mercy C of Detroit				
Men	26.0	22.7	18.8	—
Women	26.9	21.3	18.8	15.9
Michigan Christian C				
Men	—	—	16.5	13.8
Women	—	—	16.3	—
Michigan State U				
Men	37.4	28.2	24.3	19.6
Women	33.3	26.5	22.4	18.9
Michigan Tech U				
Men	38.7	29.4	23.4	19.5
Women	—	26.7	22.7	17.3

MICHIGAN—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Monroe Co CC				
Men	$33.0	$30.5	$28.7	$24.6
Women	—	—	28.3	—
Nazareth C				
Men	—	18.8	—	—
Women	24.8	18.3	16.6	13.9
Northern Mich U				
Men	31.1	26.0	23.1	19.2
Women	29.4	24.2	22.0	18.2
Northwestern Mich C				
Men	31.7	25.8	20.7	17.5
Women	—	—	21.0	18.1
Oakland U				
Men	34.2	26.2	20.4	20.5
Women	30.4	25.6	19.0	18.3
Olivet C				
Men	20.8	17.4	14.4	—
Women	—	—	15.4	—
Reformed Bible C				
Men	—	18.4	—	—
Women	—	—	—	—
Saginaw Valley St C				
Men	29.3	25.1	22.4	21.1
Women	29.6	24.2	22.6	18.8
Saint Mary's C				
Men	—	—	13.7	—
Women	—	—	—	—
Shaw C at Detroit				
Men	—	12.8	13.7	—
Women	—	—	15.2	11.5
Siena Heights C				
Men	—	19.5	18.0	15.7
Women	—	17.6	17.3	—
Spring Arbor C				
Men	19.8	18.0	15.9	—
Women	—	17.5	15.7	—
Thomas M Cooley Law Sch				
Men	50.2	38.2	—	—
Women	—	—	—	—
U of Detroit				
Men	33.4	30.2	24.3	29.5
Women	28.0	22.0	20.9	—
U of Michigan				
Ann Arbor				
Men	42.6	31.7	26.5	17.9
Women	36.2	27.8	22.8	17.0
Dearborn				
Men	32.3	25.0	21.2	—
Women	28.9	24.0	19.6	—
Flint				
Men	34.0	27.3	22.0	—
Women	31.1	25.2	22.1	—
Walsh C of Accountancy & Business Admin				
Men	24.4	—	27.8	—
Women	—	—	—	—
Wayne State U				
Men	39.5	29.6	23.7	15.9
Women	36.3	28.8	22.8	17.5
Western Mich U				
Men	33.3	26.5	22.6	17.5
Women	30.7	25.5	20.9	16.1
Western Theol Sem				
Men	21.7	17.7	—	—
Women	—	—	—	—
William Tyndale C				
Men	24.6	17.0	—	—
Women	—	—	—	—

MINNESOTA

Augsburg C				
Men	$26.3	$22.1	$17.1	$14.3
Women	24.7	20.9	22.4	16.0
Bemidji St U				
Men	35.4	28.9	23.4	19.1
Women	33.1	28.2	22.7	—
Bethel C				
Men	26.1	23.8	20.4	17.5
Women	26.5	26.0	19.8	17.9
Bethel Theol Sem				
Men	30.3	24.8	—	—
Women	—	—	—	—
Carleton C				
Men	36.1	28.1	21.2	18.3
Women	35.3	25.8	20.5	18.3
C of Saint Benedict				
Men	28.6	23.8	19.2	17.1
Women	—	24.0	20.0	17.0
C of Saint Catherine				
Men	31.4	22.7	20.2	17.4
Women	28.4	24.3	19.9	17.2
C of Saint Scholastica				
Men	—	20.5	17.5	18.2
Women	—	20.6	17.7	15.9
C of Saint Teresa				
Men	21.7	21.0	17.8	—
Women	—	20.4	18.4	14.7
C of Saint Thomas				
Men	37.8	29.4	24.5	19.0
Women	—	28.5	22.1	16.8
Concordia C at Moorhead				
Men	29.9	25.6	20.8	16.5
Women	26.3	24.9	20.8	17.3
Concordia C at Moorhead				
Men	29.9	25.6	20.8	16.5
Women	26.3	24.9	20.8	17.3
Concordia C-Saint Paul				
Men	21.0	18.9	16.9	—
Women	—	—	16.9	14.6
Gustavus Adolphus C				
Men	30.5	24.6	19.6	—
Women	—	22.7	18.4	16.1
Luther Northwestern Theol Sem				
Men	25.3	22.6	20.8	—
Women	—	—	—	—
Macalester C				
Men	35.2	27.3	21.2	20.9
Women	33.8	27.7	21.2	17.5
Mankato State U				
Men	31.0	26.6	21.1	17.0
Women	31.0	26.0	20.7	15.2
Dr Martin Luther C				
Men	12.5	—	—	—
Women	11.7	—	12.4	—
Metropolitan St U				
Men	—	25.2	—	—
Women	—	23.2	20.1	—
Minneapolis C of Art Design				
Men	23.2	21.7	19.1	—
Women	—	—	18.4	—
Minnesota Bible C				
Men	20.5	—	—	—
Women	—	—	—	—
Moorhead State U				
Men	34.2	29.4	23.2	17.9
Women	33.0	29.4	22.9	17.6

MINNESOTA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Northwestern C				
Men	$19.0	$24.6	$19.4	—
Women	—	—	19.2	—
Northwestern C of Chiropractic				
Men	—	—	21.4	$16.8
Women	—	—	—	15.7
Saint Cloud St U				
Men	36.2	30.0	24.2	18.1
Women	35.2	29.2	22.7	18.1
Saint John's U				
Men	34.0	28.1	23.4	18.3
Women	—	—	21.3	—
Saint Mary's C				
Men	27.4	22.7	19.5	—
Women	—	22.0	18.3	—
Saint Mary's Jr C				
Men	—	—	—	—
Women	—	—	19.6	14.5
Saint Olaf C				
Men	35.0	27.1	20.8	18.8
Women	34.6	25.9	20.4	18.2
Saint Paul Bible C				
Men	—	20.6	18.9	15.8
Women	—	—	—	16.6
Southwestern State U				
Men	35.8	29.7	24.0	—
Women	—	30.5	23.2	—
United Theol Sem				
Men	22.3	—	—	—
Women	—	—	—	—
U of Minnesota				
Duluth				
Men	30.5	24.6	20.4	17.9
Women	29.0	20.6	18.9	16.1
Minneapolis-Saint Paul				
Men	39.1	29.3	25.2	22.2
Women	36.0	27.5	22.9	19.9
Morris				
Men	34.4	25.8	20.6	17.7
Women	—	27.7	19.5	15.6
Tech C-Crookston				
Men	—	26.1	23.7	19.1
Women	—	—	21.2	18.6
Tech C-Waseca				
Men	—	22.7	19.9	—
Women	—	—	18.4	—
Wm Mitchell C of Law				
Men	43.7	38.6	32.5	—
Women	40.3	—	—	—
Winona State U				
Men	34.6	29.5	23.9	17.5
Women	33.8	27.3	23.1	15.9

MISSISSIPPI

Alcorn St U				
Men	$25.5	$22.9	$19.6	$15.0
Women	26.4	21.9	19.2	14.7
Belhaven C				
Men	20.7	19.0	15.2	—
Women	—	—	15.9	—
Blue Mountain C				
Men	18.8	—	14.1	—
Women	—	14.8	13.8	—
Delta St U				
Men	26.6	22.5	19.2	17.8
Women	26.7	21.5	18.9	15.8
Jackson St U				
Men	28.2	24.7	21.6	19.4
Women	27.6	25.1	20.8	17.0
Millsaps C				
Men	27.7	23.9	18.2	—
Women	—	—	17.1	—
Mississippi St U				
Men	32.1	25.7	21.7	16.3
Women	28.0	23.6	19.9	13.9
Mississippi U for Women				
Men	26.3	21.1	19.2	16.3
Women	25.2	22.0	19.3	16.8
Mississippi Valley St U				
Men	23.2	21.1	17.6	15.1
Women	23.9	20.7	17.2	14.7
Reformed Theol Sem				
Men	24.4	20.9	19.1	—
Women	—	—	—	—
Rust C				
Men	—	17.3	15.4	14.1
Women	—	—	15.0	14.0
U of Mississippi				
Men	32.9	26.1	20.9	15.5
Women	26.9	25.1	19.0	15.7
Medical Center				
Men	42.0	35.7	24.2	17.7
Women	29.5	21.1	20.7	17.0
U of Southern Mississippi				
Men	32.3	26.0	20.7	17.5
Women	30.3	25.1	20.1	16.3
Wesley C				
Men	—	—	—	—
Women	—	—	12.3	—
William Carey				
Men	20.6	17.1	14.5	13.4
Women	22.6	15.6	14.2	13.5

MISSOURI

Assemblies of God Grad Sch				
Men	$24.2	$18.9	—	—
Women	—	—	—	—
Avila C				
Men	26.8	24.6	$19.0	$18.4
Women	—	22.8	18.8	17.7
Calvary Bible C				
Men	—	14.2	13.2	12.2
Women	—	—	—	—
Cardinal Newman C				
Men	—	21.4	15.5	—
Women	—	—	—	—
Central Bible C				
Men	—	19.1	17.2	12.9
Women	—	18.3	17.0	—
Central Methodist C				
Men	23.1	18.8	17.2	—
Women	—	—	18.0	15.9
Central Missouri St U				
Men	27.6	24.1	20.2	15.6
Women	27.4	24.0	19.6	15.3
Christ Seminary-Seminex				
Men	22.4	—	—	—
Women	—	—	—	—
Columbia C				
Men	21.9	17.7	17.1	—
Women	20.9	18.1	13.8	—
Concordia Sem				
Men	21.1	18.3	15.3	—
Women	—	—	—	—
Covenant Theol Sem				
Men	21.2	—	—	—
Women	—	—	—	—

MISSOURI—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Culver-Stockton C				
Men	$26.5	$20.6	$18.6	—
Women	—	—	16.9	—
Drury C				
Men	25.5	21.0	17.4	—
Women	—	20.0	16.1	$12.8
Eden Theol Sem				
Men	22.2	—	—	—
Women	—	—	—	—
Evangel C				
Men	24.0	20.1	17.5	14.0
Women	—	—	17.3	14.4
Fontbonne C				
Men	—	17.5	13.1	—
Women	19.6	16.6	11.0	12.8
Harris-Stowe St C				
Men	25.4	—	18.5	—
Women	—	23.8	21.4	—
Kansas City Art Inst				
Men	27.3	20.9	18.2	—
Women	—	—	17.0	—
Lincoln U				
Men	24.2	21.0	17.8	15.3
Women	23.2	20.9	16.9	15.0
Logan C of Chiropractic				
Men	21.6	26.5	20.0	17.5
Women	—	—	—	12.8
Maryville C-Saint Louis				
Men	25.1	20.1	18.6	—
Women	26.3	20.8	16.2	—
Missouri Southern St C				
Men	28.6	24.5	20.9	18.0
Women	—	23.8	21.0	17.4
Missouri Valley C				
Men*	19.8	18.4	16.9	—
Women	—	—	16.6	15.5
Missouri Western St C				
Men	29.8	25.6	22.0	16.7
Women	—	25.9	20.0	16.7
Nazarene Theol Sem				
Men	25.6	24.6	—	—
Women	—	—	—	—
Northeast Missouri St U				
Men	30.3	26.9	22.0	17.5
Women	29.7	26.7	20.6	16.0
Northwest Missouri St U				
Men	30.4	25.2	20.6	19.2
Women	29.3	24.2	20.8	17.9
Park C				
Men	20.9	17.6	16.4	—
Women	—	—	16.0	—
Rockhurst C				
Men	30.2	25.3	22.5	19.1
Women	28.1	21.4	21.8	—
Saint Louis Christian C				
Men	16.1	—	—	—
Women	—	—	—	—
Saint Louis C of Pharmacy				
Men	31.8	29.3	22.3	—
Women	—	—	22.0	15.4
Saint Louis CC				
Florissant Valley				
Men	33.2	28.5	23.0	16.9
Women	32.5	26.6	21.0	15.7
Forest Park				
Men	32.5	28.5	21.6	19.5
Women	32.8	28.5	22.8	17.0
Meramec				
Men	32.3	27.9	22.4	17.7
Women	32.4	28.0	20.3	18.1
Saint Louis U*				
Men	34.2	25.7	21.9	22.8
Women	31.7	25.0	22.0	18.4
Parks C				
Men	25.1	20.0	16.3	19.4
Women	—	—	—	—
Saint Paul's C*				
Men	—	12.6	11.3	9.0
Women	—	—	—	9.1
Sch of the Ozarks				
Men	26.3	22.4	18.3	—
Women	24.7	21.8	18.4	—
Southeast Missouri St U				
Men	29.7	24.3	20.1	16.1
Women	29.4	24.0	20.0	16.0
Southwest Baptist U				
Men	24.8	20.6	17.4	15.2
Women	—	—	16.8	14.3
Southwest Missouri St U				
Men	29.1	24.8	21.5	17.4
Women	27.5	23.8	20.2	16.8
Tarkio C				
Men	—	17.9	17.3	—
Women	—	—	15.7	—
U of Missouri				
Columbia				
Men	34.7	27.3	23.7	19.1
Women	32.4	25.6	21.2	18.5
Kansas City				
Men	34.3	28.0	22.4	14.6
Women	31.4	24.6	20.9	15.7
Rolla				
Men	34.7	27.8	24.3	—
Women	—	25.3	19.2	17.1
Saint Louis				
Men	37.2	27.9	23.4	19.6
Women	34.8	24.8	21.8	17.9
Washington U				
Men	40.7	30.4	24.7	—
Women	35.9	27.5	23.1	19.7
Webster C				
Men	26.3	22.8	18.5	16.9
Women	26.4	23.6	19.0	—
Westminster C				
Men	26.9	22.4	19.2	—
Women	—	—	—	15.9
William Jewell C				
Men	26.5	21.6	18.8	—
Women	22.3	20.1	18.5	16.8
William Woods C				
Men	—	20.9	17.9	12.1
Women	25.4	22.0	18.4	14.3

MONTANA

Carroll C				
Men	$26.8	$20.7	$18.2	—
Women	—	—	17.9	$15.8
C of Great Falls				
Men	23.4	18.8	17.2	—
Women	—	—	—	—
Eastern Montana C				
Men	27.3	23.4	20.9	—
Women	29.8	24.5	17.9	8.8
Montana C of Mineral Sci-Tech				
Men	35.7	28.9	25.2	17.2
Women	—	—	23.0	—

MONTANA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Montana St U				
Men	$33.7	$27.4	$23.5	$20.3
Women	33.3	26.8	21.9	18.6
Northern Montana C				
Men	28.1	25.0	22.4	19.6
Women	—	24.9	23.9	20.7
Rocky Mountain C				
Men	21.7	18.5	15.8	—
Women	—	—	—	—
U of Montana				
Men	31.1	25.0	21.6	—
Women	28.3	24.0	21.0	—
Western Montana C				
Men	30.0	24.9	20.3	—
Women	—	—	20.0	—

NEBRASKA

Bellevue C				
Men	—	$16.8	$14.6	$11.2
Women	—	—	13.8	—
Chadron St C				
Men	$28.1	23.8	19.1	14.9
Women	—	—	—	16.2
C of Saint Mary				
Men	—	21.9	18.0	—
Women	—	19.5	18.4	16.9
Concordia Teachers C				
Men	23.1	20.4	18.0	—
Women	—	20.8	18.0	14.3
Creighton U				
Men	34.6	28.6	21.9	19.4
Women	—	25.6	19.5	16.0
Dana C				
Men	22.3	19.7	18.4	16.5
Women	—	—	—	—
Doane C				
Men	24.9	21.2	18.5	16.4
Women	—	—	17.2	14.8
Hastings C				
Men	25.6	21.4	18.6	15.1
Women	—	—	18.5	—
Kearney St C				
Men	26.1	21.8	19.4	15.9
Women	25.9	20.8	18.6	15.5
Midland Lutheran C				
Men	23.8	21.9	18.5	—
Women	—	21.2	19.0	15.7
Nebraska Wesleyan U				
Men	24.7	20.7	17.3	—
Women	22.5	20.4	17.5	—
Peru St C				
Men	26.1	22.6	19.9	16.1
Women	—	—	20.3	16.0
Union C				
Men	24.5	23.2	22.1	17.8
Women	—	24.0	22.6	19.1
U of Nebraska				
Lincoln				
Men	34.4	26.3	22.8	15.9
Women	32.1	25.1	20.4	14.5
Medical Center				
Men	39.3	28.6	22.1	—
Women	—	28.5	20.9	19.1
Omaha				
Men	30.0	25.0	19.6	18.7
Women	28.7	23.9	19.4	16.8
Wayne St C				
Men	26.5	21.8	18.8	15.6
Women	—	23.1	16.7	15.2
York C				
Men	—	17.4	14.1	—
Women	—	—	—	—

NEVADA

U of Nevada				
Las Vegas				
Men	$37.5	$29.3	$24.8	$18.1
Women	35.0	29.3	24.5	23.5
Reno				
Men	37.8	29.6	24.1	—
Women	37.6	28.7	22.6	20.6

NEW HAMPSHIRE

Colby-Sawyer C				
Men	$24.2	$19.5	$16.2	—
Women	—	21.4	15.7	$13.8
Daniel Webster C				
Men	—	—	15.1	13.4
Women	—	—	—	—
Dartmouth C				
Men	41.7	29.8	24.0	19.2
Women	42.1	26.8	22.6	—
Franklin Pierce C				
Men	24.0	21.0	16.1	13.3
Women	—	—	16.6	—
Merrimack Valley C				
Men	—	20.6	16.1	—
Women	—	—	14.8	—
Nathaniel Hawthorne C				
Men	—	15.2	—	—
Women	—	—	13.3	9.5
New England C				
Men	25.0	20.4	18.6	—
Women	23.2	26.7	14.4	—
New Hampshire C				
Men	28.8	25.8	21.6	20.9
Women	—	22.9	19.4	—
New Hampshire Technical Inst				
Men	21.1	—	16.6	—
Women	25.8	17.5	15.4	15.1
New Hampshire Voc-Tech C				
Berlin				
Men	20.9	17.2	16.0	13.5
Women	—	—	—	—
Claremont				
Men	21.8	18.0	—	—
Women	—	16.8	15.0	12.9
Laconia				
Men	20.4	17.0	15.9	—
Women	—	—	—	—
Manchester				
Men	20.8	17.5	—	—
Women	—	14.6	—	—
Nashua*				
Men	21.5	19.8	—	—
Women	17.3	—	—	—
Portsmouth				
Men	—	17.8	15.2	—
Women	—	14.9	—	—
Notre Dame C				
Men	14.2	—	12.6	—
Women	—	—	11.8	—

Continued on Following Page

FACT-FILE—Continued

NEW HAMPSHIRE—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Rivier C				
Men	—	$23.4	$16.8	—
Women	$24.5	19.0	16.6	$14.2
Saint Anselm C				
Men	28.3	23.7	20.8	16.8
Women	26.3	23.6	19.2	16.6
U of New Hampshire				
Men	34.2	26.9	21.8	17.4
Women	—	26.2	19.6	17.1
Keene St C				
Men	23.7	20.4	18.4	16.0
Women	23.1	19.5	17.6	17.4
Plymouth St C				
Men	28.9	24.7	20.7	18.7
Women	—	23.4	20.1	—

NEW JERSEY

Atlantic CC				
Men	$27.9	$24.4	$22.6	$15.2
Women	—	24.1	18.7	17.7
Bergen CC				
Men	36.8	32.6	26.7	21.5
Women	35.5	30.7	25.8	19.3
Bloomfield C				
Men	29.0	23.7	19.5	20.8
Women	—	21.8	21.3	19.2
Brookdale CC				
Men	34.0	27.3	23.5	16.0
Women	33.7	28.5	23.9	17.4
Burlington Co C				
Men	29.7	26.9	22.5	18.9
Women	28.6	21.7	21.2	16.5
Caldwell C				
Men	—	19.4	—	10.0
Women	18.3	18.4	11.7	10.3
Camden Co C				
Men	31.1	28.9	25.5	—
Women	—	27.9	22.2	—
Centenary C				
Men	25.8	22.1	16.9	—
Women	25.9	—	16.7	13.8
C of Saint Elizabeth				
Men	—	—	16.5	—
Women	23.7	21.6	16.7	—
County C of Morris				
Men	34.0	28.2	23.3	20.0
Women	32.2	28.0	22.7	19.7
Cumberland Co C				
Men	32.0	27.4	27.2	22.0
Women	—	—	21.9	21.8
Drew U				
Men	37.7	29.6	22.5	20.1
Women	33.2	26.4	21.0	19.7
Essex Co C				
Men	34.5	28.3	23.3	21.1
Women	32.2	27.9	23.9	16.3
Fairleigh Dickinson U				
Edward Williams C				
Men	—	29.8	23.2	—
Women	—	—	—	16.2
Florham-Madison				
Men	36.4	30.2	24.6	—
Women	34.9	29.3	20.0	—
Rutherford				
Men	36.2	29.3	25.0	21.4
Women	36.7	28.6	25.3	18.3
Teaneck				
Men	38.5	31.0	24.2	—
Women	36.1	28.0	23.2	16.6
Felician C				
Men	—	17.8	—	—
Women	19.6	17.4	15.9	13.5
Georgian Court C				
Men	—	22.4	22.5	15.8
Women	27.7	—	19.5	16.4
Glassboro St C				
Men	37.8	30.5	25.3	20.8
Women	36.7	27.7	23.9	—
Gloucester Co C				
Men	27.4	27.3	24.9	22.4
Women	—	26.3	24.5	—
Jersey City St C				
Men	38.6	31.1	25.2	19.5
Women	38.6	30.4	24.8	18.2
Kean C of New Jersey				
Men	37.9	30.4	24.0	22.8
Women	36.9	30.1	23.8	19.6
Mercer Co CC				
Men	32.8	27.9	23.8	18.1
Women	—	26.3	22.7	16.7
Middlesex Co C				
Men	36.0	31.7	26.0	19.6
Women	36.5	28.7	24.8	18.7
Monmouth C				
Men	32.2	26.7	25.4	—
Women	29.2	25.4	20.8	16.4
Montclair St C				
Men	37.8	29.9	24.6	19.4
Women	36.3	29.6	23.9	19.9
New Jersey Inst of Tech				
Men	44.2	34.5	28.5	—
Women	—	32.4	27.6	—
Northeastern Bible C				
Men	—	17.4	15.1	—
Women	—	—	—	—
Ocean Co C				
Men	35.3	31.1	25.7	17.0
Women	—	28.4	21.4	17.5
Passaic Co CC				
Men	35.6	29.2	—	16.8
Women	—	—	20.9	16.6
Princeton Theol Sem				
Men	37.8	—	26.1	—
Women	—	—	26.1	—
Princeton U				
Men	46.9	30.6	23.3	20.1
Women	41.9	29.8	22.9	—
Ramapo C of New Jersey				
Men	34.7	29.4	23.9	—
Women	34.6	28.9	23.3	—
Rider C				
Men	34.2	27.8	22.9	—
Women	31.7	22.9	20.6	13.5
Rutgers U				
Camden				
Men	48.2	33.8	24.0	21.5
Women	—	33.1	24.3	18.2
Newark				
Men	47.4	35.3	25.4	20.9
Women	47.2	32.2	25.3	19.2
New Brunswick				
Men	46.8	32.8	24.2	17.9
Women	45.1	32.2	23.5	18.3
Saint Peter's C				
Men	29.6	23.8	19.2	18.0
Women	27.2	23.1	18.1	17.0

NEW JERSEY—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Salem CC				
Men	—	$24.4	$21.7	$19.2
Women	—	—	21.8	18.6
Somerset Co C				
Men	$32.5	26.2	21.5	17.7
Women	36.0	25.9	20.1	17.8
Stevens Inst of Tech				
Men	40.4	31.2	26.2	18.0
Women	—	—	26.1	—
Stockton St C				
Men	35.1	28.1	21.8	18.8
Women	30.8	27.2	21.2	17.8
Trenton St C				
Men	38.2	31.1	24.9	20.1
Women	37.2	29.9	24.0	19.5
Union County C				
Men	34.4	26.2	18.6	—
Women	31.8	25.0	19.1	—
U of Med & Dent of New Jersey				
Men	56.8	46.1	29.8	—
Women	—	—	30.3	—
Upsala C				
Men	31.9	26.8	19.7	15.9
Women	27.9	—	19.2	—
Westminster Choir C				
Men	27.8	23.1	17.2	13.0
Women	—	23.9	17.5	—
William Paterson C				
Men	37.4	30.1	23.5	19.2
Women	36.9	29.5	23.7	19.0

NEW MEXICO

C of Santa Fe				
Men	—	$18.6	$16.5	—
Women	—	19.1	15.7	$13.2
Eastern New Mexico U				
Men	$34.3	28.7	25.1	20.3
Women	33.4	27.7	22.9	18.5
Roswell				
Men	—	—	24.5	19.5
Women	—	—	—	20.6
New Mexico Highlands U				
Men	29.1	23.5	20.3	16.6
Women	—	21.7	18.7	15.0
New Mexico Inst of Mining & Tech				
Men	34.3	28.2	24.9	—
Women	—	—	26.6	—
New Mexico Military Inst				
Men	27.3	23.9	20.5	18.8
Women	—	—	—	18.6
New Mexico St U				
Men	37.4	28.5	23.1	19.5
Women	33.4	26.1	21.4	18.5
Alamogordo				
Men	29.1	26.4	21.8	17.7
Women	—	25.1	—	—
Carlsbad				
Men	—	—	—	20.9
Women	—	26.2	—	—
Grants				
Men	—	—	—	18.8
Women	—	—	—	—
San Juan C				
Men	—	28.8	22.1	21.0
Women	—	—	—	19.4
U of New Mexico				
Men	37.1	27.5	23.5	—
Women	33.5	27.0	20.7	18.6
Western New Mexico U				
Men	32.9	28.5	22.8	16.7
Women	—	29.1	19.5	16.6

NEW YORK

Academy of Aeronautics				
Men	$20.7	$17.5	$15.1	$14.0
Women	—	—	—	—
Adelphi U				
Men	37.7	29.0	24.0	20.8
Women	36.6	27.6	23.8	19.6
Albany C of Pharmacy				
Men	34.8	26.5	22.8	—
Women	—	—	—	15.9
Albany Law School				
Men	44.6	33.0	—	—
Women	—	—	—	—
Alfred U				
Men	28.4	23.1	20.6	18.5
Women	—	—	20.5	19.0
Bard C				
Men	31.7	26.1	21.1	—
Women	28.3	—	20.9	—
Boricua C				
Men	—	19.2	17.0	13.6
Women	—	—	14.7	13.4
Brooklyn Law School				
Men	55.8	—	—	—
Women	48.6	—	35.8	24.3
Canisius C				
Men	32.1	27.1	22.3	18.1
Women	—	23.9	19.6	—
Cazenovia C				
Men	—	—	—	13.4
Women	—	—	15.6	12.3
City U of New York				
Bernard Baruch C				
Men	42.0	33.9	26.5	24.0
Women	39.3	31.9	26.4	21.9
Borough of Manhattan CC				
Men	41.5	33.8	28.9	21.1
Women	39.8	34.4	28.2	20.8
Bronx CC				
Men	41.9	34.7	29.6	—
Women	41.5	34.8	29.6	—
Brooklyn C				
Men	42.0	33.8	26.7	20.5
Women	40.9	33.6	26.5	21.2
City C				
Men	42.1	35.1	29.0	—
Women	41.6	34.1	26.6	22.7
C of Staten Island				
Men	42.1	35.6	29.5	—
Women	42.2	34.7	29.7	—
Hostos CC				
Men	41.1	35.0	28.0	17.9
Women	40.7	—	26.2	18.6
Hunter C				
Men	42.0	34.3	25.5	20.9
Women	41.8	33.2	25.1	20.7
Graduate Sch & U Center				
Men	43.4	34.6	25.8	—
Women	43.7	35.2	—	—
John Jay C of Criminal Justice				
Men	39.7	[illegible]	26.7	23.5
Women	39.9	29.1	26.3	21.7

NEW YORK—Continued

	Prof	Assoc Prof	Asst Prof	Inst
City U of New York—Continued				
Kingsborough CC				
Men	$42.7	$34.9	$28.8	—
Women	42.0	34.6	29.0	—
La Guardia CC				
Men	36.7	31.1	24.9	$19.4
Women	34.6	29.2	24.0	19.4
Lehman C				
Men	41.9	34.7	27.2	21.5
Women	41.6	34.4	27.2	22.0
Medgar Evers C				
Men	41.6	31.1	24.2	19.6
Women	39.8	32.5	25.8	20.2
New York City Tech C				
Men	41.0	34.2	28.2	19.7
Women	40.6	34.7	27.3	17.8
Queens C				
Men	41.0	31.9	26.9	20.4
Women	40.2	33.2	25.8	18.9
Queensborough CC				
Men	40.9	34.2	27.0	19.7
Women	40.1	33.9	27.9	19.4
York C				
Men	42.2	33.9	26.5	—
Women	43.4	34.2	26.4	—
Clarkson C of Tech				
Men	41.4	31.3	25.0	23.7
Women	—	—	24.9	19.0
Clinton CC				
Men	23.8	21.5	20.0	—
Women	—	20.6	17.7	15.3
Colgate Roch Div Sch–Bexley Hall-Crozier Theol Sem				
Men	25.1	—	—	—
Women	—	—	—	—
Colgate U				
Men	40.9	30.9	21.1	18.2
Women	—	27.5	20.7	17.6
C of Insurance				
Men	26.6	25.1	19.9	—
Women	—	—	—	—
C of Mount Saint Vincent				
Men	—	20.6	18.5	16.0
Women	27.5	21.7	18.9	15.3
C of New Rochelle				
Men	—	25.1	20.8	—
Women	30.4	25.1	20.5	16.6
C of Saint Rose				
Men	29.4	22.6	18.7	17.2
Women	28.3	22.3	18.3	15.5
Columbia-Greene CC				
Men	25.8	21.1	18.4	13.6
Women	—	13.7	13.8	15.3
Columbia U Main Div				
Men	46.2	34.1	24.6	—
Women	40.6	30.4	23.2	17.1
Barnard C				
Men	43.1	28.0	22.3	16.1
Women	40.5	27.3	22.1	14.0
Teachers C				
Men	40.5	30.8	21.7	—
Women	39.8	29.6	23.4	16.5
CC of the Finger Lakes				
Men	24.8	21.4	18.5	14.8
Women	23.6	21.2	18.6	14.7
Concordia C				
Men	19.8	17.7	14.6	—
Women	—	—	13.3	—
Cooper Union				
Men	34.4	28.8	25.7	—
Women	—	—	—	—
Cornell U Endowed C's				
Men	43.8	31.2	25.2	23.5
Women	37.6	27.6	23.7	19.9
Statutory C				
Men	39.9	29.6	25.5	—
Women	34.7	28.3	24.1	—
Daemen C				
Men	25.1	20.2	18.3	—
Women	—	19.8	16.5	—
Dominican C of Blauvelt				
Men	—	22.7	20.2	—
Women	—	—	18.7	15.2
Dowling C				
Men	32.4	26.7	23.0	19.5
Women	33.0	19.0	—	16.8
D'Youville C				
Men	24.8	19.8	16.0	—
Women	—	21.4	16.7	—
Elizabeth Seton C				
Men	—	—	16.1	—
Women	—	22.1	16.8	14.4
Elmira C				
Men	28.0	23.5	19.4	17.1
Women	28.0	19.4	18.5	—
Five Towns C				
Men	—	—	12.5	6.6
Women	—	—	—	7.4
Fordham U				
Men	43.9	32.1	25.3	22.4
Women	39.4	33.4	24.9	21.4
General Theol Sem				
Men	22.1	18.2	—	—
Women	—	—	—	—
Genesee CC				
Men	23.5	20.1	16.9	—
Women	21.6	19.2	15.4	13.3
Hamilton C				
Men	37.2	29.7	22.0	17.8
Women	—	27.2	19.4	—
Hartwick C				
Men	28.7	25.6	19.4	—
Women	29.0	22.8	17.9	—
Hebrew Union C—New York				
Men	40.2	26.4	—	—
Women	—	—	—	—
Hilbert C				
Men	—	—	14.3	15.1
Women	—	—	—	13.8
Hobart-Wm Smith C's				
Men	34.6	27.5	21.4	17.9
Women	34.6	26.4	20.2	—
Hofstra U				
Men	36.9	29.6	25.3	22.5
Women	33.1	28.7	22.6	19.7
Houghton C				
Men	20.5	18.9	16.5	—
Women	21.8	—	16.5	—
Iona C				
Men	37.0	30.6	24.5	19.9
Women	32.3	29.9	25.0	19.7
Ithaca C				
Men	31.8	26.5	21.2	13.9
Women	30.0	25.9	20.2	14.9

NEW YORK—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Keuka C				
Men	$17.7	$13.9	$13.2	—
Women	19.1	14.6	13.0	$12.6
King's C				
Men	23.8	20.4	18.4	—
Women	—	—	18.1	—
Le Moyne C				
Men	31.1	24.7	20.3	18.2
Women	—	23.6	19.0	17.3
Long Island U				
Brooklyn Center*				
Men	33.2	27.3	22.1	18.3
Women	31.3	25.8	20.5	17.5
C W Post Center*				
Men	33.2	27.3	22.1	18.3
Women	31.3	25.8	20.5	17.5
Southampton Center*				
Men	33.2	27.3	22.1	—
Women	31.3	25.8	20.5	—
Manhattan C				
Men	37.7	30.9	24.2	18.8
Women	—	29.4	22.0	18.3
Manhattanville C				
Men	30.6	27.8	19.4	17.6
Women	30.0	24.4	18.2	—
Maria C of Albany				
Men	—	—	—	—
Women	17.5	16.3	13.6	11.5
Marist C				
Men	30.8	25.8	22.6	—
Women	—	—	19.5	—
Maryknoll Sch of Theol				
Men	—	14.9	—	—
Women	18.6	—	—	—
Marymount C				
Men	25.9	21.9	20.0	9.3
Women	26.4	20.9	17.1	—
Marymount Manhattan C				
Men	—	25.5	22.0	—
Women	—	25.8	20.8	—
Mater Dei C				
Men	—	—	—	16.4
Women	—	17.1	15.2	12.3
Medaille C				
Men	—	18.7	16.9	15.8
Women	—	19.6	16.4	14.0
Mercy C				
Men	31.2	24.5	20.9	16.7
Women	33.3	27.6	21.7	16.3
Molloy C				
Men	—	17.7	14.3	—
Women	—	18.1	14.7	10.8
Mount Saint Mary C				
Men	28.1	20.2	17.9	—
Women	26.6	20.8	16.3	14.9
Nazareth C of Rochester				
Men	30.1	24.7	21.5	18.5
Women	30.2	24.9	20.4	17.5
New Sch for Soc Research				
Men	43.3	27.5	21.6	—
Women	—	27.4	22.1	—
NY C of Podiatric Med				
Men	28.5	28.7	20.8	20.0
Women	—	—	23.2	—
New York Inst of Tech				
Men	37.3	28.2	21.1	18.7
Women	—	27.1	19.6	17.3
NYC				
Men	34.4	29.7	23.9	18.0
Women	—	29.0	20.3	18.4
New York Law School				
Men	50.5	40.9	32.9	—
Women	—	—	30.0	—
New York U				
Men	47.0	32.6	26.5	24.7
Women	40.5	30.7	25.6	21.3
Niagara U				
Men	29.3	23.5	20.1	—
Women	25.5	21.8	18.5	15.4
North Country CC				
Men	30.0	26.2	22.1	17.2
Women	—	—	22.1	16.7
Nyack C				
Men	21.5	18.9	18.0	17.3
Women	—	—	—	—
Pace U				
New York*				
Men	37.8	30.8	25.7	19.0
Women	34.5	30.2	25.4	19.8
Pleasantville-Briarcliff*				
Men	37.8	30.8	25.7	—
Women	34.5	30.2	25.4	19.8
White Plains*				
Men	37.8	30.8	25.7	—
Women	34.5	30.2	25.4	19.8
Paul Smith's C of Arts & Sci				
Men	23.2	21.4	16.8	15.7
Women	—	—	15.9	13.7
Polytechnic Inst of NY				
Men	39.3	30.3	25.2	21.4
Women	—	27.2	24.6	22.0
Pratt Institute				
Men	31.7	25.3	22.4	—
Women	28.1	22.0	18.6	—
Rabbi Isaac Elchanan Sem				
Men	—	20.1	26.7	—
Women	—	—	—	—
Rensselaer Poly Institute				
Men	43.6	32.2	26.4	—
Women	39.9	34.1	24.1	—
Roberts Wesleyan C				
Men	19.9	18.0	16.2	—
Women	—	17.4	15.5	13.9
Rochester Inst Tech				
Men	35.5	29.8	25.2	21.3
Women	30.8	27.4	24.8	20.3
Russell Sage C*				
Men	32.4	27.1	19.9	21.5
Women	33.6	23.8	19.7	16.9
JC of Albany*				
Men	32.4	27.1	19.9	21.5
Women	33.6	23.8	19.7	16.9
Saint Bonaventure U				
Men	29.0	23.1	19.6	16.4
Women	—	25.7	19.5	18.5
Saint Francis C				
Men	34.8	27.0	22.2	—
Women	—	—	20.5	—
Saint John Fisher C				
Men	30.8	25.4	21.7	18.8
Women	—	24.5	19.8	—
Saint John's U				
Men	39.7	29.8	23.2	20.4
Women	36.2	26.5	21.5	15.0

NEW YORK—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Saint Joseph's C*				
Men	—	—	$16.7	—
Women	$23.8	$21.0	17.1	$14.6
Suffolk*				
Men	—	—	16.7	—
Women	23.8	21.0	17.1	14.6
Saint Lawrence U				
Men	38.5	28.8	22.6	20.8
Women	35.2	27.7	21.8	18.7
Saint Thomas Aquinas C				
Men	—	23.9	20.5	17.2
Women	27.7	24.2	19.5	16.4
Schenectady County CC				
Men	28.4	23.4	18.5	—
Women	26.1	22.4	16.9	14.0
Siena C				
Men	31.7	24.3	20.4	—
Women	—	—	19.6	—
Skidmore C				
Men	36.4	26.2	21.0	—
Women	33.7	26.0	21.4	17.3
State U of New York				
Albany				
Men	45.2	32.6	25.3	—
Women	41.1	31.3	23.1	—
Binghamton				
Men	43.5	31.4	23.9	—
Women	39.1	29.1	22.8	—
Buffalo				
Men	45.9	32.7	25.7	—
Women	40.0	29.4	22.9	—
Health Sci Center				
Men	52.2	41.0	30.0	29.3
Women	47.2	33.9	25.6	18.6
Stony Brook				
Men	46.0	33.0	24.0	—
Women	41.9	29.5	21.9	18.2
Health Sci Center				
Men	60.1	41.0	33.0	29.9
Women	—	37.1	24.9	21.6
Empire St C				
Men	32.0	27.2	22.2	18.7
Women	33.5	26.1	20.9	19.1
C at Brockport				
Men	37.0	29.3	24.8	20.3
Women	33.6	29.2	23.2	16.5
C at Buffalo				
Men	34.7	27.4	23.1	18.6
Women	34.9	26.6	21.4	17.8
C at Cortland				
Men	34.2	27.2	21.2	15.8
Women	33.2	26.1	20.5	16.0
C at Fredonia				
Men	35.3	28.1	22.6	20.0
Women	23.4	25.8	21.9	16.6
C at Geneseo				
Men	36.7	29.1	21.9	17.5
Women	35.1	29.7	20.6	18.3
C at New Paltz				
Men	34.0	26.4	24.2	—
Women	33.9	26.4	23.1	18.7
C at Old Westbury				
Men	38.9	29.4	22.3	20.7
Women	—	28.9	22.2	19.1
C at Oneonta				
Men	34.9	27.7	22.6	—
Women	33.9	27.4	22.3	—
C at Oswego				
Men	35.5	27.3	21.6	19.0
Women	33.7	26.0	21.4	17.3
C at Plattsburgh				
Men	34.5	28.5	22.7	—
Women	36.5	27.5	21.3	15.7
C at Potsdam				
Men	34.6	27.7	21.9	18.4
Women	30.5	27.6	22.9	16.2
C at Purchase				
Men	37.0	27.6	20.5	19.8
Women	34.2	24.8	19.8	—
Downstate Medical Ctr				
Men	49.4	42.2	35.6	28.6
Women	—	35.4	30.1	25.3
Upstate Medical Ctr				
Men	51.3	37.8	26.6	18.4
Women	—	33.2	24.5	17.7
C of Optometry at NYC				
Men	42.7	32.3	21.8	—
Women	—	—	23.9	—
A & T C at Alfred				
Men	31.6	27.3	22.8	18.3
Women	—	25.5	21.3	16.1
A & T C at Canton				
Men	29.0	24.1	21.4	19.3
Women	27.9	22.1	19.2	17.7
A & T C at Cobleskill				
Men	29.5	24.3	21.1	19.9
Women	28.8	22.6	19.9	17.7
A & T C at Delhi				
Men	29.6	24.1	20.5	15.7
Women	—	21.9	19.0	17.6
A & T C at Farmingdale				
Men	32.8	26.0	21.3	18.3
Women	30.8	23.9	19.8	17.2
A & T C at Morrisville				
Men	31.2	25.9	21.7	19.1
Women	29.3	23.6	19.6	17.9
C Environmental Science & Forestry				
Men	33.5	27.3	23.3	—
Women	—	—	—	—
Maritime C				
Men	36.6	25.1	21.9	—
Women	—	—	—	—
C of Tech Utica-Rome				
Men	32.4	28.0	22.0	19.5
Women	—	—	19.9	—
Fashion Inst of Tech				
Men	43.5	35.5	27.9	22.6
Women	44.6	38.3	29.5	22.6
C of Ceramics at Alfred U				
Men	36.6	28.7	21.2	—
Women	—	—	—	—
Adirondack CC				
Men	24.9	22.9	18.2	13.2
Women	29.0	22.8	15.7	12.3
Broome CC				
Men	27.5	22.9	19.2	16.9
Women	25.3	21.6	17.5	16.0
Cayuga Co CC				
Men	27.3	24.3	18.0	15.4
Women	—	21.5	18.2	16.0
Corning CC				
Men	31.1	[illegible]	19.7	—
Women	29.8	23.1	19.1	15.7
Dutchess CC				
Men	36.0	30.0	23.9	16.8
Women	32.8	27.6	22.0	16.2

NEW YORK—Continued

	Prof	Assoc Prof	Asst Prof	Inst
State U of New York—Continued				
Erie CC				
Buffalo				
Men	$31.5	$27.7	$25.0	$18.5
Women	—	27.7	24.4	18.5
Orchard Park				
Men	29.5	25.9	22.9	17.1
Women	—	—	—	17.0
Williamsville				
Men	30.0	27.1	22.6	21.2
Women	30.0	25.9	22.5	20.7
Fulton-Montgomery CC				
Men	29.5	25.7	21.8	—
Women	—	25.7	16.4	18.0
Herkimer Co CC				
Men	28.9	25.4	19.0	13.9
Women	—	23.9	17.6	—
Hudson Valley CC				
Men	29.7	25.7	22.1	16.8
Women	27.6	25.2	19.5	15.6
Jamestown CC				
Men	30.5	24.9	21.6	16.5
Women	28.7	24.2	20.1	15.8
Jefferson CC				
Men	33.7	28.2	22.0	16.1
Women	—	26.1	19.0	16.6
Mohawk Valley CC				
Men	29.5	24.8	22.1	18.7
Women	28.5	24.2	20.1	17.1
Monroe CC				
Men	33.7	28.0	23.9	18.4
Women	33.1	27.8	22.0	18.0
Nassau CC				
Men	41.0	33.9	27.2	22.4
Women	40.5	32.9	26.5	21.7
Niagara Co CC				
Men	32.0	27.3	21.9	17.7
Women	30.4	25.0	21.5	17.4
Onondaga CC				
Men	32.2	27.5	23.2	20.9
Women	32.4	26.9	21.4	18.2
Orange Co CC				
Men	35.6	31.0	25.1	19.2
Women	34.4	32.4	23.9	15.1
Rockland CC				
Men	30.7	25.9	22.4	16.8
Women	29.2	24.2	20.1	16.0
Suffolk Co CC				
Brentwood				
Men	33.5	25.0	21.4	21.2
Women	33.1	26.2	22.3	18.0
Riverhead				
Men	36.1	28.7	22.2	17.5
Women	—	—	21.4	—
Selden				
Men	37.0	28.8	22.9	19.8
Women	34.5	26.8	23.5	18.5
Sullivan Co CC				
Men	29.7	27.0	19.1	—
Women	27.9	26.5	15.4	17.3
Tompkins Cortland CC				
Men	26.6	20.7	17.4	15.5
Women	22.5	18.6	16.0	14.8
Ulster Co CC				
Men	30.3	26.5	22.6	18.2
Women	29.7	24.7	23.6	18.7
Westchester CC				
Men	43.6	37.7	32.3	—
Women	42.9	34.2	31.7	20.0
Syracuse U				
Men	38.2	28.0	23.9	18.4
Women	32.7	25.9	21.1	16.6
Utica C				
Men	28.0	23.0	18.9	—
Women	—	21.7	18.0	—
Touro C				
Men	—	33.8	23.1	16.0
Women	—	24.9	22.2	15.6
Trocaire C				
Men	—	—	18.3	—
Women	—	—	17.0	14.2
Union C				
Men	37.3	28.6	21.6	18.8
Women	—	25.8	20.3	—
Union Theol Sem				
Men	21.1	16.2	14.6	—
Women	20.3	—	—	—
US Merchant Marine Acad				
Men	39.3	30.9	24.3	—
Women	—	—	22.0	—
US Military Acad				
Men	37.3	28.2	23.4	—
Women	—	—	—	—
U of Rochester				
Men	40.5	31.2	24.5	23.0
Women	37.2	29.3	22.0	19.2
Vassar C				
Men	39.0	28.2	22.0	19.9
Women	37.1	27.9	21.6	18.5
Villa Maria C of Buffalo				
Men	—	—	—	1. 3
Women	—	19.8	—	12.5
Wadhams Hall Sem C				
Men	—	—	—	—
Women	—	—	—	—
Wagner C				
Men	35.0	25.3	19.7	17.4
Women	35.0	28.8	19.7	16.3
Webb Inst of Naval Arch				
Men	32.3	—	—	—
Women	—	—	—	—
Wells C*				
Men	25.9	20.4	17.8	—
Women	25.3	21.1	18.2	13.7
Yeshiva U				
Men	35.1	28.4	23.1	18.6
Women	32.7	26.1	22.4	18.6

NORTH CAROLINA

	Prof	Assoc Prof	Asst Prof	Inst
Appalachian St U				
Men	$29.2	$24.0	$22.2	$18.3
Women	26.9	22.8	20.9	17.5
Atlantic Christian C				
Men	23.4	19.5	16.9	—
Women	—	18.6	17.2	14.8
Barber-Scotia C				
Men	—	—	15.2	14.1
Women	—	—	14.7	13.8
Belmont Abbey C				
Men	—	18.4	16.2	—
Women	—	—	15.7	—
Bennett C				
Men	22.6	18.4	16.0	14.4
Women	19.9	16.9	15.7	14.3
Catawba C				
Men	22.8	18.1	15.7	14.4
Women	21.4	—	16.9	—
C of the Albemarle				
Men	$19.7	$18.3	$15.0	$12.7
Women	—	17.4	14.6	12.9
Davidson C				
Men	35.5	28.3	21.8	18.1
Women	—	—	—	—
East Carolina U				
Men	32.2	26.5	21.4	19.7
Women	29.7	25.3	21.1	17.4
East Coast Bible C				
Men	—	—	12.8	—
Women	—	—	—	12.2
Elizabeth City St U				
Men	28.9	24.0	22.3	20.3
Women	30.2	22.7	21.5	—
Elon C				
Men	24.8	21.5	19.1	15.9
Women	—	20.2	17.9	16.4
Fayetteville St U				
Men	31.9	25.9	20.9	18.9
Women	27.6	26.6	22.0	—
Gardner-Webb C				
Men	21.8	18.0	19.2	15.2
Women	20.4	20.9	17.2	14.0
Greensboro C				
Men	22.4	20.1	17.3	—
Women	—	—	17.8	15.8
Guilford C				
Men	29.2	23.2	18.8	—
Women	25.1	21.6	18.1	—
High Point C				
Men	23.2	19.5	17.5	14.6
Women	—	—	16.4	13.9
Johnson C Smith U				
Men	22.3	20.0	18.1	16.1
Women	—	20.6	17.0	14.3
Lenoir-Rhyne C				
Men	22.8	19.2	16.4	—
Women	22.3	18.6	16.5	14.5
Livingstone C				
Men	—	17.7	14.3	13.4
Women	—	16.8	14.3	12.4
Louisburg C				
Men	19.8	17.2	—	—
Women	18.8	—	—	14.0
Mars Hill C				
Men	24.4	21.6	19.3	—
Women	22.4	20.4	18.1	15.8
Meredith C				
Men	25.9	21.5	18.1	16.7
Women	25.9	21.3	17.5	16.4
Methodist C				
Men	19.0	17.1	16.2	—
Women	—	16.6	15.0	12.5
Mount Olive C				
Men	18.0	—	—	—
Women	16.8	—	—	—
North Carolina A & T St U				
Men	30.4	26.0	22.0	19.5
Women	30.2	26.0	20.8	17.5
North Carolina Central U				
Men	31.8	26.1	22.3	18.7
Women	30.3	25.0	21.7	19.8
North Carolina Sch of the Arts				
Men	—	—	—	22.6
Women	—	—	—	19.9
North Carolina St U Raleigh				
Men	36.0	28.4	24.1	20.5
Women	33.5	26.1	22.6	20.1
North Carolina Wesleyan C				
Men	22.5	19.3	16.7	—
Women	—	—	15.2	—
Pembroke State U				
Men	30.5	26.0	21.4	18.0
Women	—	25.9	21.9	—
Pfeiffer C				
Men	19.8	16.2	17.4	—
Women	19.6	16.0	14.6	—
Queens C				
Men	23.4	21.0	16.6	—
Women	22.7	21.5	15.8	12.8
Roanoke Bible C				
Men	13.1	11.2	—	—
Women	—	—	—	—
Sacred Heart C				
Men	—	—	15.7	—
Women	16.0	—	14.1	—
Saint Andrews Presb C				
Men	25.5	22.4	20.3	16.1
Women	—	21.0	19.2	15.3
Saint Augustines C				
Men	19.0	20.0	16.1	12.0
Women	—	15.2	14.7	12.6
Saint Mary's C				
Men	—	—	16.4	13.5
Women	—	20.4	16.0	13.3
Salem C				
Men	25.2	21.0	19.0	—
Women	24.8	20.4	18.3	—
Shaw U				
Men	20.9	19.5	17.8	12.5
Women	—	17.6	15.4	13.9
Southeastern Baptist Theol Sem				
Men	25.4	19.2	—	—
Women	—	—	—	—
U of North Carolina				
Asheville				
Men	30.2	24.6	21.7	—
Women	—	—	21.1	—
Chapel Hill				
Men	40.8	29.9	23.5	23.8
Women	35.8	27.5	22.2	20.0
Charlotte				
Men	32.3	26.5	21.8	—
Women	30.9	24.1	20.4	17.1
Greensboro				
Men	38.3	27.2	21.9	18.7
Women	37.0	27.5	22.2	17.7
Wilmington				
Men	30.9	25.0	21.1	—
Women	—	25.2	21.7	17.8
Wake Forest U				
Men	36.0	29.5	22.7	15.7
Women	40.6	26.5	21.8	15.7
Western Carolina U				
Men	30.8	25.4	21.2	16.6
Women	29.5	24.8	21.1	17.6
Wingate C				
Men	25.7	20.5	18.5	17.8
Women	—	—	17.7	—
Winston-Salem St U				
Men	28.6	24.9	21.2	17.2
Women	27.2	23.3	20.4	16.4

NORTH DAKOTA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Dickinson St C				
Men	$27.3	$25.3	$22.0	—
Women	—	24.3	—	$19.4
Jamestown C				
Men	27.3	26.6	21.0	18.6
Women	—	—	18.1	15.5
Mayville State C				
Men	30.3	26.0	21.0	—
Women	—	—	20.0	—
Minot State C				
Men	29.7	25.0	22.9	21.3
Women	30.6	25.1	21.9	19.0
North American Baptist Sem				
Men	23.4	—	17.1	—
Women	—	—	—	—
North Dakota St U				
Men	33.2	27.5	23.3	17.4
Women	31.2	27.2	21.9	18.3
Northwest Bible C				
Men	—	—	—	11.3
Women	—	—	—	—
U of North Dakota				
Men	33.3	27.6	23.3	20.4
Women	28.7	25.6	21.0	18.7
Williston Branch				
Men	—	—	—	20.2
Women	—	—	—	19.5
Valley City St C				
Men	30.1	26.4	24.5	—
Women	—	24.4	21.3	20.4

OHIO

	Prof	Assoc Prof	Asst Prof	Inst
Air Force Inst of Tech				
Men	$39.3	$25.5	$28.9	$24.1
Women	—	—	—	—
Antioch U				
Men	26.6	19.4	15.7	—
Women	23.3	20.4	15.7	—
Ashland C				
Men	27.0	24.9	18.4	16.5
Women	25.4	22.9	14.8	—
Baldwin-Wallace C				
Men	28.3	23.3	19.7	—
Women	26.8	22.5	18.7	—
Belmont Tech C				
Men	—	—	20.2	18.5
Women	—	—	—	16.8
Bluffton C				
Men	21.1	17.4	15.3	—
Women	—	—	15.4	—
Bowling Green St U				
Men	36.3	28.7	22.8	17.9
Women	34.9	27.1	21.8	18.1
Firelands C				
Men	—	26.9	20.0	17.2
Women	—	—	—	17.1
Capital U				
Men	28.0	20.4	19.3	14.5
Women	24.8	18.0	16.5	—
Case Western Reserve U				
Men	40.5	29.9	23.9	20.8
Women	34.0	28.0	23.2	18.5
Cedarville C				
Men	25.3	21.6	19.6	—
Women	—	20.6	18.2	14.2
Cincinnati Bible Sem				
Men	23.0	19.4	—	15.3
Women	—	—	—	—
Circleville Bible C				
Men	9.0	—	10.9	—
Women	11.7	—	—	—
Clark Tech C				
Men	—	24.3	22.2	17.1
Women	—	22.8	20.4	18.2
Cleveland Inst of Art				
Men	27.2	23.0	17.5	—
Women	25.7	—	—	—
Cleveland St U				
Men	40.1	30.1	25.9	20.1
Women	41.6	27.5	22.2	19.9
C of Mount Saint Joseph-on-the-Ohio				
Men	21.9	20.8	17.5	—
Women	22.8	20.8	16.8	14.7
C of Wooster				
Men	29.8	24.3	20.0	17.1
Women	28.6	22.9	18.9	15.9
Columbus C Art and Design				
Men	23.9	19.9	17.5	14.6
Women	—	—	—	14.5
Defiance C				
Men	21.1	18.8	17.5	16.1
Women	—	18.0	17.3	—
Denison U				
Men	31.6	26.8	20.8	17.7
Women	31.1	25.5	19.5	17.5
Dyke C				
Men	—	—	15.9	14.5
Women	—	—	16.1	12.6
Edison St CC				
Men	—	20.9	20.4	19.6
Women	—	—	19.5	17.5
Findlay C				
Men	25.6	21.7	19.9	16.6
Women	—	20.3	16.9	15.2
Hebrew Union C				
Men	37.0	—	—	—
Women	—	—	—	—
Heidelberg C				
Men	24.8	19.1	17.3	15.6
Women	—	18.2	17.6	—
Hiram C				
Men	27.8	22.7	19.3	—
Women	—	20.7	17.2	14.3
Jefferson Tech C*				
Men	—	23.1	19.0	18.9
Women	—	22.2	17.3	17.1
John Carroll U				
Men	30.4	25.7	21.0	19.8
Women	27.8	24.0	19.4	—
Kent St U				
Men	34.8	26.4	22.6	18.4
Women	32.7	26.0	21.7	17.7
Ashtabula				
Men	—	24.8	21.8	—
Women	—	—	21.0	16.5
East Liverpool				
Men	—	—	20.3	—
Women	—	—	18.0	—
Salem				
Men	—	26.1	22.7	—
Women	—	—	—	—
Stark Co				
Men	—	26.0	23.5	21.9
Women	—	24.9	21.9	—
Trumbull				
Men	—	25.5	21.3	18.5
Women	—	24.1	20.2	—

OHIO—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Kent St U				
Tuscarawas				
Men	—	$24.8	$21.4	—
Women	—	—	21.8	$17.3
Kenyon C				
Men	$38.1	28.5	23.1	16.9
Women	—	26.3	19.9	—
Kettering C of Medical Arts				
Men	—	22.4	17.6	16.7
Women	—	—	17.0	15.6
Lima Tech C				
Men	—	26.6	23.0	20.3
Women	—	—	22.8	18.3
Lorain County CC				
Men	31.8	30.4	23.8	18.8
Women	—	30.3	23.9	19.4
Malone C				
Men	21.2	17.4	14.3	—
Women	—	16.3	—	11.4
Marietta C				
Men	25.6	22.6	20.5	19.4
Women	—	19.4	18.7	14.9
Medical C of Ohio-Toledo				
Men	—	—	—	—
Women	—	25.1	21.6	18.3
Methodist Theol Sch of Ohio				
Men	23.6	—	—	—
Women	—	—	—	—
Miami U				
Hamilton				
Men	29.9	26.0	19.9	18.1
Women	—	23.0	19.7	20.5
Middletown				
Men	—	25.1	22.0	23.6
Women	—	—	20.1	20.9
Oxford				
Men	36.2	27.2	22.4	20.4
Women	34.5	26.6	20.9	18.0
Michael J Owens Tech C				
Men	25.3	21.8	19.7	18.1
Women	—	23.8	19.7	16.7
Mount Union C				
Men	28.6	23.3	19.7	16.7
Women	—	22.6	19.0	—
Mount Vernon Nazarene C				
Men	22.3	19.1	17.2	15.0
Women	—	—	16.9	14.6
Muskingum Area Tech C				
Men	—	21.3	19.9	18.5
Women	—	—	19.5	—
Muskingum C				
Men	30.1	23.7	20.4	17.1
Women	—	23.6	18.5	14.0
North Central Tech C				
Men	—	23.0	19.8	17.8
Women	—	19.9	18.4	15.2
Notre Dame C				
Men	—	—	14.3	11.0
Women	—	14.8	—	11.7
Oberlin C				
Men	37.0	27.3	20.9	17.6
Women	35.2	27.8	20.9	—
Ohio C of Podiatric Medicine				
Men	—	28.8	24.3	—
Women	—	—	—	—
Ohio Dominican C				
Men	—	19.6	16.8	—
Women	22.0	18.8	16.2	13.9
Ohio Northern U				
Men	29.9	24.8	21.1	19.0
Women	26.6	24.0	21.2	16.6
Ohio St U				
Men	41.8	31.5	26.8	22.3
Women	37.5	29.3	24.1	17.7
Ag Tech Inst				
Men	—	24.4	19.9	—
Women	—	—	18.6	—
Lima				
Men	—	27.7	23.6	—
Women	—	—	21.9	—
Mansfield				
Men	—	28.5	22.1	—
Women	—	—	23.9	—
Marion				
Men	—	26.2	21.5	—
Women	—	27.7	20.4	—
Newark				
Men	—	26.0	22.5	—
Women	—	28.3	23.7	—
Ohio U				
Men	34.3	26.6	22.6	18.2
Women	30.2	26.0	21.3	17.3
Belmont Co				
Men	—	26.4	22.9	—
Women	—	—	—	—
Chillicothe				
Men	—	25.3	21.1	—
Women	—	—	—	—
Lancaster				
Men	—	24.7	20.1	17.3
Women	—	—	20.1	—
Zanesville				
Men	—	23.3	19.6	—
Women	—	23.2	19.3	—
Ohio Wesleyan U				
Men	31.5	24.2	20.5	17.6
Women	29.7	23.4	20.4	—
Otterbein C				
Men	27.3	20.5	17.9	14.0
Women	26.9	21.6	16.9	16.6
Pontifical C Josephinum				
Men	10.2	11.6	8.9	—
Women	—	—	—	—
Rio Grande C				
Men	—	21.6	18.7	15.8
Women	—	—	18.9	16.0
Shawnee St CC				
Men	—	22.6	20.5	17.4
Women	—	23.6	19.9	15.8
Sinclair CC				
Men	25.0	20.1	17.1	14.8
Women	23.9	19.8	17.0	13.6
Southern St CC				
Men	—	20.5	17.4	15.2
Women	—	—	16.8	14.9
Stark Tech C				
Men	—	29.3	22.6	18.1
Women	—	—	18.8	16.6
Trinity Lutheran Sem				
Men	23.3	22.2	20.4	—
Women	—	—	—	—
United Theol Sem				
Men	23.1	21.8	—	—
Women	—	—	—	—
U of Akron				
Men	36.2	28.8	23.5	19.8
Women	32.8	27.0	22.7	19.3

OHIO—Continued

	Prof	Assoc Prof	Asst Prof	Inst
U of Akron—Continued				
Wayne General Tech C				
Men	—	$24.4	—	$17.1
Women	—	—	$17.8	—
U of Cincinnati				
Men	$38.4	29.3	23.8	17.7
Women	34.8	28.9	23.5	17.5
Clermont General & Tech C				
Men	—	—	22.6	—
Women	—	—	22.4	—
Raymond Walters C				
Men	—	27.8	22.3	17.5
Women	33.6	26.9	20.9	16.1
U of Dayton				
Men	31.6	27.6	21.6	17.3
Women	28.0	25.5	20.4	13.8
U of Steubenville				
Men	24.8	19.9	16.7	—
Women	—	19.2	17.5	—
U of Toledo				
Men	35.7	28.2	23.3	20.2
Women	30.0	25.7	21.8	18.6
Urbana C				
Men	19.5	18.0	15.7	—
Women	—	—	—	13.3
Ursuline C				
Men	—	—	—	—
Women	21.5	18.1	15.8	16.9
Walsh C				
Men	22.6	19.2	—	—
Women	—	—	17.4	17.4
Wilberforce U				
Men	24.0	19.3	15.6	14.2
Women	—	22.6	15.8	14.9
Wilmington C				
Men	22.5	19.5	16.6	—
Women	—	—	15.7	—
Wittenberg U				
Men	32.3	26.7	21.5	18.4
Women	—	26.3	22.1	17.2
Wright St U				
Men	33.0	25.6	21.0	16.9
Women	28.0	22.9	20.0	17.1
Western Ohio				
Men	—	—	19.2	16.7
Women	—	—	—	—
Xavier U				
Men	31.6	26.9	21.5	18.7
Women	27.1	19.7	20.4	18.8
Youngstown St U				
Men	34.0	28.8	23.3	18.4
Women	32.9	27.3	22.3	17.3

OKLAHOMA

	Prof	Assoc Prof	Asst Prof	Inst
Bacone C				
Men	—	$19.8	$17.5	—
Women	—	—	17.2	$13.8
Bethany Nazarene C				
Men	$24.3	21.2	19.7	—
Women	23.5	20.4	18.7	16.7
Cameron U				
Men	31.7	27.6	25.0	21.3
Women	29.6	27.4	23.5	18.6
Central State U				
Men	35.1	32.2	28.7	22.8
Women	35.0	31.9	28.8	23.0
East Central Oklahoma St U				
Men	32.6	29.7	26.8	22.7
Women	32.2	—	26.3	21.6
Langston U				
Men	34.4	—	27.8	22.7
Women	27.8	26.8	19.2	23.3
Midwest Christian C				
Men	15.8	—	—	—
Women	—	—	—	—
Northeastern Oklahoma St U				
Men	31.8	27.3	23.5	20.8
Women	29.0	25.7	22.0	21.5
Northwestern Oklahoma St U				
Men	33.1	30.9	26.0	19.3
Women	—	—	26.0	21.4
Oklahoma Baptist U				
Men	26.3	22.0	18.6	16.0
Women	—	22.2	18.1	16.6
Oklahoma Christian C				
Men	27.4	25.1	20.5	15.9
Women	—	—	—	17.0
Oklahoma City U				
Men	27.4	24.0	21.5	—
Women	23.9	19.1	17.1	14.0
Oklahoma Panhandle St U				
Men	29.2	26.9	19.4	22.7
Women	—	26.4	23.6	21.1
Oklahoma St U				
Men	37.0	28.4	24.0	20.0
Women	36.1	26.9	23.2	17.4
Tech Inst				
Men	—	27.7	23.2	21.4
Women	—	—	21.9	18.7
Phillips U				
Men	25.1	21.5	19.8	—
Women	—	20.5	18.3	—
Southeastern Oklahoma St U				
Men	31.8	27.7	24.6	19.9
Women	29.8	26.6	21.5	19.7
Southwestern Oklahoma St U				
Men	34.3	31.8	29.8	23.4
Women	33.4	32.4	27.9	22.7
U of Oklahoma Norman				
Men	38.5	29.9	24.2	17.9
Women	35.0	28.0	21.4	14.9
Health Sci Center				
Men	31.0	29.9	22.9	21.3
Women	32.9	23.0	21.4	17.9
U of Sci & Arts of Oklahoma				
Men	32.5	30.6	26.9	22.6
Women	—	28.7	26.7	21.7
U of Tulsa				
Men	35.1	28.8	22.1	—
Women	30.1	24.5	21.0	18.4

OREGON

	Prof	Assoc Prof	Asst Prof	Inst
Central Oregon CC				
Men	$27.3	$24.4	$22.3	$19.5
Women	—	23.3	21.6	18.7
Columbia Christian C				
Men	—	17.0	17.0	—
Women	—	—	—	—
Concordia C				
Men	17.6	—	12.3	—
Women	—	—	13.5	—
Eastern Oregon St C				
Men	28.9	23.4	20.5	—
Women	29.5	22.8	18.5	16.3

Continued on Following Page

FACT-FILE—Continued

OREGON—Continued

	Prof	Assoc Prof	Asst Prof	Inst
George Fox C				
Men	$23.4	$19.8	$16.7	—
Women	—	—	—	—
Judson Baptist C				
Men	—	—	18.7	$11.9
Women	—	—	—	—
Lewis & Clark C				
Men	37.8	26.3	22.0	—
Women	32.6	27.0	19.5	—
Linfield C				
Men	26.3	22.1	18.4	—
Women	—	21.9	17.8	—
Multnomah Sch of the Bible				
Men	19.1	17.8	16.1	—
Women	—	—	—	—
Northwest Christian C				
Men	13.3	14.6	—	—
Women	—	—	—	—
Oregon Graduate Center				
Men	43.6	30.5	25.3	15.5
Women	—	—	—	—
Oregon Health Sciences U				
Men	37.5	30.5	24.8	18.3
Women	32.5	26.4	21.8	19.3
Oregon Inst of Tech				
Men	29.8	26.8	23.2	18.3
Women	29.8	27.2	20.5	17.8
Oregon State U				
Men	33.5	26.3	22.0	16.4
Women	30.2	25.0	20.2	15.6
Pacific U				
Men	28.1	23.0	18.3	—
Women	—	19.9	17.9	—
Portland St U				
Men	30.6	24.7	22.3	18.5
Women	27.6	23.9	19.9	17.0
Reed C				
Men	35.2	26.5	21.6	—
Women	35.5	25.5	21.3	—
Southern Oregon St C				
Men	27.9	23.8	19.7	—
Women	27.8	22.4	19.2	16.2
Southwestern Oregon CC				
Men	29.0	24.0	20.2	—
Women	—	23.6	19.0	—
U of Oregon				
Men	33.2	25.1	21.2	18.5
Women	30.4	24.2	20.2	15.9
U of Portland				
Men	28.6	24.4	20.4	—
Women	—	23.0	19.2	—
Warner Pacific C				
Men	23.3	19.3	16.4	—
Women	—	19.2	16.7	14.3
Western Baptist C				
Men	16.2	14.6	—	—
Women	—	—	—	—
Western Conservative Baptist Sem				
Men	24.9	20.9	—	—
Women	—	—	—	—
Western Evangelical Sem*				
Men	12.0	—	—	—
Women	—	—	—	—
Western Oregon St C				
Men	27.7	23.3	21.8	—
Women	25.4	22.1	19.1	—
Western States Chiropractic C				
Men	—	21.3	17.8	17.1
Women	—	—	17.0	—
Willamette U				
Men	32.8	25.8	20.8	—
Women	30.9	23.7	19.7	14.0

PENNSYLVANIA

	Prof	Assoc Prof	Asst Prof	Inst
Albright C				
Men	$32.0	$26.6	$22.1	—
Women	33.7	25.8	22.1	$19.4
Allegheny C				
Men	32.1	24.3	19.3	14.6
Women	—	24.5	18.1	15.3
Allentown C of Saint Francis DeSales				
Men	23.2	21.6	17.2	17.4
Women	—	—	18.0	15.9
Alvernia C				
Men	—	—	11.3	—
Women	—	—	—	14.6
Beaver C				
Men	30.6	23.6	18.8	—
Women	—	21.5	17.7	15.2
Bloomsburg State C				
Men	35.6	29.2	22.8	17.0
Women	44.0	28.4	21.5	17.6
Brandywine C of Widener U				
Men	—	18.9	16.9	—
Women	—	16.3	15.3	12.6
Bryn Mawr C				
Men	37.2	28.5	22.5	—
Women	34.9	28.6	22.9	—
Bucknell U*				
Men	38.9	30.2	23.1	—
Women	—	27.4	21.1	22.8
Bucks Co CC				
Men	28.8	26.3	18.8	—
Women	29.2	22.8	17.2	—
Butler Co CC				
Men	30.6	28.0	23.5	—
Women	26.7	25.1	20.9	18.4
Cabrini C				
Men	27.4	30.9	20.0	—
Women	—	19.6	20.6	—
California St C				
Men	35.5	29.3	24.1	—
Women	34.6	29.2	23.6	20.1
Carlow C				
Men	30.1	21.9	15.6	13.8
Women	26.4	21.8	18.0	14.8
Carnegie-Mellon U				
Men	44.9	30.7	26.9	23.3
Women	33.5	28.6	23.4	—
Cedar Crest C*				
Men	26.4	19.1	17.5	—
Women	28.1	19.9	16.9	16.9
Chestnut Hill C				
Men	—	23.9	14.7	—
Women	—	—	16.0	13.8
Cheyney St C				
Men	35.9	27.4	22.1	19.7
Women	35.9	28.5	24.4	19.8
Clarion St C				
Men	33.5	29.4	23.3	18.8
Women	35.7	28.7	22.9	19.1
Venango				
Men	—	29.6	24.1	—
Women	—	—	23.0	—

PENNSYLVANIA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
C Misericordia				
Men	—	$18.8	$17.5	—
Women	—	22.4	17.4	$14.5
CC of Allegheny Co Allegheny				
Men	$28.0	25.0	21.6	—
Women	26.0	23.5	19.5	—
Boyce				
Men	27.0	25.3	23.2	—
Women	27.1	24.5	19.0	13.7
North				
Men	20.8	20.9	18.9	—
Women	—	19.9	18.6	—
South				
Men	26.8	22.2	20.1	—
Women	25.4	23.3	20.9	—
CC of Beaver Co				
Men	—	23.8	21.1	19.6
Women	—	24.5	21.5	17.6
CC of Philadelphia				
Men	35.6	31.2	26.1	26.0
Women	32.7	30.5	25.2	19.2
Delaware Co CC				
Men	26.9	23.6	—	—
Women	27.5	24.4	21.5	—
Delaware Law Sch				
Men	38.8	37.9	31.2	—
Women	—	—	—	—
Del Valley C of Sci & Agr				
Men	27.8	23.8	21.3	18.0
Women	—	—	18.8	—
Dickinson C				
Men	34.1	26.7	20.6	18.3
Women	—	25.7	20.1	18.6
Dickinson School of Law				
Men	43.0	—	31.3	—
Women	—	—	—	—
Drexel U				
Men	40.7	29.6	24.2	20.1
Women	31.3	25.8	22.2	17.2
Dropsie U				
Men	—	19.6	—	—
Women	—	—	—	—
Duquesne U				
Men	31.7	25.1	20.4	18.8
Women	27.3	21.6	17.9	16.6
Eastern Baptist Theol Sem				
Men	26.6	—	—	—
Women	—	—	—	—
Eastern C				
Men	25.8	22.1	18.9	—
Women	25.0	—	16.0	—
East Stroudsburg St C				
Men	35.2	28.6	22.9	—
Women	35.3	27.9	23.4	—
Edinboro State C				
Men	35.3	29.1	24.4	—
Women	34.5	28.1	23.6	—
Elizabethtown C				
Men	29.6	25.7	22.3	—
Women	—	25.3	21.2	21.3
Evangelical Sch of Theol				
Men	—	—	18.0	—
Women	—	—	—	—
Franklin and Marshall C				
Men	38.2	28.9	20.3	18.1
Women	—	—	—	—
Gannon U				
Men	29.1	25.3	22.8	16.9
Women	—	—	20.7	—
Geneva C				
Men	26.2	22.9	18.1	15.5
Women	—	—	17.7	—
Gettysburg C				
Men	35.3	27.0	21.2	21.0
Women	33.0	—	20.3	20.9
Gratz C				
Men	—	19.9	—	—
Women	—	—	—	—
Gwynedd-Mercy C				
Men	—	18.4	16.6	16.3
Women	20.4	17.4	16.0	14.9
Harcum Junior C				
Men	—	14.3	—	—
Women	—	18.6	16.2	13.4
Harrisburg Area CC				
Men	29.0	24.6	19.8	18.0
Women	28.1	23.7	—	14.8
Haverford C				
Men	36.6	27.7	21.4	19.1
Women	—	27.7	21.6	17.8
Holy Family C				
Men	23.9	20.1	—	—
Women	—	21.5	—	15.9
Immaculata C				
Men	—	—	—	—
Women	27.9	26.4	—	—
Indiana U of Pennsylvania				
Men	35.4	28.5	22.6	11.5
Women	35.6	27.0	22.2	12.2
Juniata C				
Men	31.2	24.2	21.2	—
Women	—	24.2	19.7	—
Keystone JC*				
Men	—	20.7	—	15.9
Women	—	21.1	17.3	14.8
King's C				
Men	27.9	23.9	21.0	—
Women	—	—	20.2	—
Kutztown State C				
Men	35.2	29.2	25.1	19.7
Women	36.2	29.2	23.6	19.2
Lackawanna JC				
Men	—	14.1	12.6	10.6
Women	—	—	11.2	10.0
Lafayette C				
Men	40.5	30.6	24.7	21.7
Women	—	27.6	22.8	—
Lancaster Bible C				
Men	—	15.8	15.8	—
Women	—	—	—	—
Lancaster Theol Sem				
Men	12.9	—	—	—
Women	—	—	—	—
La Roche C				
Men	—	21.7	19.6	—
Women	—	22.3	18.9	—
La Salle C				
Men	35.8	29.2	24.1	20.1
Women	—	24.4	21.3	19.9
Lebanon Valley C				
Men	25.0	18.2	14.1	—
Women	26.1	16.6	17.2	—
Lehigh Co CC				
Men	28.7	23.8	22.4	—
Women	27.2	23.0	21.2	16.3

PENNSYLVANIA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Lehigh U				
Men	$40.9	$31.5	$25.4	—
Women	—	24.5	21.8	$18.7
Lincoln U				
Men	27.9	23.2	19.2	15.8
Women	29.8	19.1	17.9	15.4
Lock Haven St C				
Men	35.7	29.4	23.8	18.0
Women	34.9	29.0	23.8	17.8
Lutheran Theol Sem Gettysburg				
Men	20.6	—	—	—
Women	—	—	—	—
Philadelphia				
Men	28.0	—	—	—
Women	—	—	—	—
Luzerne Co CC				
Men	25.1	22.5	20.5	15.1
Women	—	19.4	18.5	16.7
Lycoming C				
Men	29.0	23.2	19.9	16.3
Women	—	—	18.1	17.1
Mansfield State C				
Men	35.7	29.2	23.1	17.2
Women	34.6	29.2	22.9	16.8
Marywood C				
Men	24.6	23.4	20.5	18.3
Women	—	22.8	19.3	16.9
Mercyhurst C				
Men	24.6	21.4	20.2	16.9
Women	25.6	21.3	17.3	13.4
Messiah C				
Men	27.8	24.1	21.5	18.3
Women	—	—	21.7	—
Millersville St C				
Men	33.1	26.8	21.6	17.4
Women	32.9	26.8	21.6	17.4
Montgomery County CC				
Men	31.6	27.1	21.4	—
Women	27.5	26.3	21.4	18.2
Moore C of Art				
Men	20.2	19.0	—	—
Women	20.8	17.7	—	—
Moravian C				
Men	31.6	24.4	20.2	17.2
Women	27.1	23.8	19.5	—
Mount Aloysius JC				
Men	—	16.9	14.8	—
Women	—	17.6	18.6	14.3
Muhlenberg C				
Men	31.8	25.9	20.1	—
Women	30.5	22.8	16.7	15.4
Neumann C				
Men	—	21.0	—	15.8
Women	—	20.4	—	16.0
Northampton Co Area CC				
Men	25.8	22.6	20.0	—
Women	25.2	21.9	19.0	15.7
Peirce Junior C				
Men	22.9	20.4	17.9	15.9
Women	—	18.7	16.5	15.4
Pennsylvania C of Optometry				
Men	37.4	29.8	25.3	—
Women	—	—	25.9	—
Pennsylvania C of Podiatric Medicine				
Men	39.1	25.3	22.9	—
Women*	—	—	—	—
Pennsylvania St U				
Men	40.3	30.1	24.6	16.5
Women	36.3	27.4	22.4	16.0
Allentown				
Men	—	24.1	19.4	—
Women	—	—	—	—
Altoona				
Men	—	26.4	21.4	20.4
Women	—	—	20.2	16.6
Beaver				
Men	—	25.1	21.7	18.6
Women	—	—	—	—
Behrend C				
Men	—	27.3	22.0	19.0
Women	—	—	18.9	15.7
Berks				
Men	—	—	22.4	19.6
Women	—	—	20.5	16.6
Capitol				
Men	35.3	30.1	24.7	21.6
Women	—	26.2	22.3	—
Delaware				
Men	—	26.6	21.1	17.7
Women	—	—	20.0	15.8
Du Bois				
Men	—	—	21.6	19.0
Women	—	—	—	16.2
Fayette				
Men	—	26.6	22.5	21.3
Women	—	—	22.1	—
Hazleton				
Men	—	28.6	20.9	19.6
Women	—	—	18.8	—
McKeesport				
Men	—	26.2	22.4	19.2
Women	—	—	19.9	19.3
Mont Alto				
Men	—	26.4	20.3	16.7
Women	—	—	21.3	—
New Kensington				
Men	—	25.6	21.9	18.7
Women	—	—	20.0	—
Ogontz				
Men	30.8	27.5	21.4	18.4
Women	31.2	25.9	21.3	18.3
Radnor Center				
Men	—	35.3	—	—
Women	—	—	—	—
Schuylkill				
Men	—	29.8	23.6	19.0
Women	—	—	—	—
Shenango Valley				
Men	—	28.3	20.7	19.8
Women	—	—	—	17.6
Wilkes-Barre				
Men	—	25.4	21.3	16.8
Women	—	—	20.1	—
Worthington Scranton				
Men	—	26.8	22.5	18.5
Women	—	—	20.8	—
York				
Men	—	—	22.9	—
Women	—	—	—	15.8
Philadelphia C of Art				
Men	29.2	21.6	17.6	—
Women	28.1	22.5	16.7	—
Philadelphia C of the Bible				
Men	17.0	15.8	12.9	11.5
Women	—	—	12.2	—

PENNSYLVANIA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Philadelphia C of Pharmacy & Sci				
Men	$34.9	$27.0	$22.9	$16.7
Women	33.2	—	23.0	—
Philadelphia C of Textiles and Sci				
Men	34.4	28.0	22.9	—
Women	—	26.4	22.9	—
Pittsburgh Theol Sem				
Men	33.2	—	—	—
Women	—	—	—	—
Point Park C				
Men	27.1	22.0	18.7	15.4
Women	25.0	21.4	15.9	14.0
Reading Area CC				
Men	23.4	—	—	—
Women	21.7	—	17.8	16.5
Robert Morris C				
Men	28.9	25.9	23.1	19.9
Women	—	24.4	22.4	18.9
Rosemont C				
Men	27.1	26.2	18.3	—
Women	28.5	22.8	16.7	—
Saint Francis C				
Men	24.6	22.5	17.9	—
Women	21.5	—	17.7	19.3
Saint Joseph's U				
Men	34.6	27.1	21.0	16.6
Women	—	28.2	21.4	16.4
Seton Hill C				
Men	—	21.2	16.5	15.2
Women	25.8	24.4	17.4	14.0
Shippensburg St C				
Men	35.4	29.2	23.9	18.9
Women	35.9	29.3	23.2	19.8
Slippery Rock St C				
Men	35.7	29.4	23.2	18.7
Women	35.8	29.0	23.9	18.8
Spring Garden C				
Men	27.9	21.1	17.5	18.9
Women	26.3	—	18.4	—
Susquehanna U				
Men	30.5	25.5	21.8	17.7
Women	32.1	—	20.6	19.5
Swarthmore C				
Men	41.5	31.9	23.7	20.6
Women	43.4	30.8	23.4	19.4
Temple U				
Men	37.2	27.9	22.9	17.2
Women	33.6	26.2	20.6	15.7
Thiel C				
Men	24.4	21.0	17.5	—
Women	23.6	—	17.3	—
Thomas Jefferson U				
Men	—	—	—	—
Women	—	27.9	21.1	17.3
United Wesleyan C				
Men	—	14.7	—	—
Women	—	—	—	—
U of Pennsylvania				
Men	48.8	34.5	26.5	—
Women	42.4	29.2	24.9	29.7
U of Pittsburgh				
Men	43.0	30.3	23.5	19.0
Women	35.9	28.9	22.5	15.9
Bradford				
Men	—	25.9	19.9	—
Women	—	25.4	21.2	16.0
Greensburg				
Men	—	22.9	19.0	—
Women	—	21.8	18.3	15.6
Johnstown				
Men	31.6	26.5	22.1	19.1
Women	—	24.8	19.8	13.6
Titusville				
Men	—	22.4	—	—
Women	—	—	—	—
U of Scranton				
Men	31.0	25.9	22.3	—
Women	—	25.2	20.0	—
Ursinus C				
Men	28.1	23.5	19.1	15.1
Women	—	22.5	18.3	—
Valley Forge Christian C				
Men	—	16.0	16.0	—
Women	—	—	—	—
Valley Forge Military JC				
Men	—	14.7	—	—
Women	—	—	—	—
Villa Maria C				
Men	—	—	17.1	—
Women	—	19.5	16.4	13.6
Villanova U				
Men	39.5	30.1	24.6	19.6
Women	28.8	29.1	22.4	17.3
Washington & Jefferson C				
Men	28.7	24.0	21.2	20.3
Women	—	—	18.3	—
Waynesburg C				
Men	22.8	19.2	17.3	15.6
Women	—	18.4	—	—
West Chester St C				
Men	35.7	29.5	23.5	19.1
Women	35.9	29.1	24.0	19.8
Westminster C				
Men	31.3	23.6	21.8	17.4
Women	—	24.3	20.4	—
Westminster Theol Sem				
Men	23.2	20.6	18.3	—
Women	—	—	—	—
Westmoreland Co CC				
Men	—	22.6	21.8	—
Women	—	21.7	21.3	—
Widener C of Widener U				
Men	36.1	26.6	20.4	18.8
Women	28.9	26.5	17.0	16.3
Wilkes C				
Men	28.0	23.3	19.2	14.0
Women	27.9	21.5	17.5	14.2
Williamsport Area CC				
Men	22.6	22.4	21.1	19.1
Women	—	22.3	20.8	18.1
Wilson C				
Men	24.8	19.8	17.6	—
Women	—	—	15.2	—
York C of Pennsylvania				
Men	34.3	27.8	23.8	19.7
Women	—	26.6	22.0	17.4

RHODE ISLAND

	Prof	Assoc Prof	Asst Prof	Inst
Barrington C				
Men	$20.0	$17.8	$16.8	—
Women	20.7	—	15.5	—
Brown U				
Men	42.3	29.6	23.5	—
Women	39.5	28.8	21.0	—

RHODE ISLAND—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Bryant C of Business Admin				
Men	$34.7	$30.9	$25.7	$24.3
Women	34.3	28.0	19.1	17.9
CC of Rhode Island				
Men	28.2	23.9	20.4	14.0
Women	27.6	23.7	21.2	13.0
New England Inst of Tech				
Men	—	—	18.5	17.9
Women	—	—	15.3	—
Providence C				
Men	35.3	29.2	24.2	20.8
Women	—	27.8	21.7	18.9
Rhode Island C				
Men	30.9	24.9	22.0	16.1
Women	30.9	24.9	21.0	16.2
Rhode Island School of Design				
Men	31.9	25.7	20.9	16.8
Women	—	24.4	18.9	—
Salve Regina-Newport C				
Men	27.4	22.7	18.0	15.0
Women	26.5	23.5	19.1	14.6
U of Rhode Island				
Men	34.5	27.7	23.8	—
Women	33.2	26.5	22.4	16.4

SOUTH CAROLINA

	Prof	Assoc Prof	Asst Prof	Inst
Allen U				
Men	$10.7	$12.3	—	—
Women	—	—	$10.9	—
Baptist C at Charleston				
Men	21.5	18.3	15.6	—
Women	19.2	17.9	14.3	—
Benedict C				
Men	22.7	15.8	14.0	$12.6
Women	21.4	—	14.0	11.8
Central Wesleyan C				
Men	16.0	13.8	10.3	—
Women	—	13.7	—	—
Citadel Military C of South Carolina				
Men	30.8	25.3	20.5	—
Women	—	—	21.1	—
Claflin C				
Men	17.7	15.8	15.1	12.4
Women	18.2	17.8	15.6	13.7
Clemson U				
Men	36.6	22.9	28.0	19.1
Women	32.9	21.4	27.6	14.9
Coker C				
Men	24.0	19.1	16.2	—
Women	—	18.5	15.2	—
C of Charleston				
Men	28.5	24.6	20.5	—
Women	27.4	23.7	18.7	16.8
Columbia C				
Men	22.4	19.7	17.0	14.0
Women	22.3	17.0	16.9	15.5
Converse C				
Men	27.1	21.4	18.6	17.8
Women	—	20.8	18.6	15.6
Erskine C and Sem				
Men	22.5	19.6	17.1	—
Women	—	17.6	16.3	—
Francis Marion C				
Men	31.2	24.5	19.8	14.9
Women	—	22.7	18.8	14.6
Furman U				
Men	30.6	24.5	19.5	17.5
Women	29.7	23.9	18.1	14.6
Lander C				
Men	29.7	24.3	19.8	14.7
Women	—	24.0	20.3	14.8
Limestone C				
Men	22.2	19.2	—	—
Women	20.2	18.5	16.8	—
Lutheran Theol Southern Sem				
Men	21.6	18.7	—	—
Women	—	—	—	—
Medical U of South Carolina				
Men	40.2	30.6	23.7	16.9
Women	—	22.3	17.2	15.2
Morris C				
Men	—	16.1	13.0	13.2
Women	18.3	—	13.8	11.9
Newberry C				
Men	20.0	17.4	13.6	15.5
Women	—	17.8	15.6	—
North Greenville C				
Men	—	13.3	—	12.4
Women	—	—	—	12.6
Presbyterian C				
Men	27.6	21.0	20.0	—
Women	—	21.0	16.2	—
South Carolina State C				
Men	32.0	25.5	21.7	16.7
Women	32.3	26.2	20.4	16.4
U of South Carolina				
Aiken				
Men	28.5	22.8	17.9	—
Women	—	22.8	19.3	—
Beaufort				
Men	—	20.9	17.9	—
Women	—	—	—	—
Coastal Carolina				
Men	27.3	23.3	20.9	15.5
Women	—	22.2	19.8	17.3
Columbia				
Men	37.5	27.9	22.3	18.0
Women	34.2	26.3	20.5	16.5
Lancaster				
Men	—	21.8	18.7	—
Women	—	21.1	18.0	—
Salkehatchie				
Men	—	20.6	17.1	—
Women	—	—	—	—
Spartanburg				
Men	29.1	23.6	20.4	16.5
Women	—	22.0	18.6	16.8
Sumter				
Men	—	21.3	18.3	—
Women	—	—	18.2	16.8
Union				
Men	—	21.3	18.6	—
Women	—	—	—	—
Voorhees C				
Men	21.5	18.0	15.5	—
Women	—	—	15.0	13.0
Winthrop C				
Men	32.6	26.7	21.7	15.7
Women	31.1	26.2	22.1	15.2
Wofford C				
Men	30.6	24.2	19.3	18.5
Women	—	21.1	—	15.9

SOUTH DAKOTA

	Prof	Assoc Prof	Asst Prof	Inst
Augustana C				
Men	$25.1	$21.7	$19.5	$18.2
Women	—	20.4	18.3	14.2

SOUTH DAKOTA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Black Hills St C				
Men	$26.1	$21.4	$19.3	—
Women	23.7	—	18.1	$15.6
Dakota State C				
Men	24.8	19.3	18.6	16.0
Women	—	—	17.8	16.1
Dakota Wesleyan U				
Men	21.3	20.0	17.5	—
Women	—	—	16.7	9.3
Freemen Junior C				
Men	—	—	—	12.0
Women	—	—	—	11.0
Huron C				
Men	16.8	16.1	14.6	13.0
Women	—	—	15.7	—
Mount Marty C				
Men	20.9	—	16.4	—
Women	—	—	15.1	13.2
Northern State C				
Men	26.7	23.3	20.7	18.0
Women	—	—	20.7	17.0
Sioux Falls C				
Men	21.8	19.8	19.0	—
Women	—	—	18.9	—
South Dakota Sch Mines & Tech				
Men	29.8	24.5	22.1	17.0
Women	—	—	19.7	—
South Dakota St U				
Men	27.6	22.7	19.6	17.6
Women	27.1	23.1	18.5	17.0
U of South Dakota				
Men	29.6	23.8	20.5	15.8
Women	26.1	21.5	19.0	14.7
Springfield				
Men	25.3	22.4	20.3	17.7
Women	—	—	17.9	—
Yankton C				
Men	19.7	18.4	14.4	17.3
Women	—	—	14.9	—

TENNESSEE

	Prof	Assoc Prof	Asst Prof	Inst
American Baptist C of A.B.T. Sem				
Men	—	—	—	—
Women	—	$12.5	—	—
Austin Peay St U				
Men	$28.2	22.6	$19.1	$15.3
Women	26.6	21.9	18.0	15.0
Belmont C				
Men	26.0	22.3	19.6	—
Women	24.1	19.6	18.0	16.4
Bethel C				
Men	20.1	17.4	—	14.5
Women	—	—	—	14.2
Bryan C*				
Men	23.1	19.4	17.6	—
Women	—	—	16.7	—
Carson-Newman C				
Men	23.8	20.8	18.6	18.6
Women	—	21.0	17.1	—
Chattanooga St Tech C				
Men	—	23.6	22.1	20.8
Women	—	23.2	20.7	20.1
Christian Brothers C				
Men	28.4	23.1	20.9	—
Women	—	19.3	17.3	—
Church of God Sch of Theol				
Men	—	—	—	12.0
Women	—	—	—	—
Cleveland St CC				
Men	22.6	20.6	18.0	14.6
Women	—	20.5	17.8	15.1
Columbia St CC				
Men	—	22.7	20.6	18.2
Women	—	22.8	21.6	15.8
Covenant C				
Men	25.5	22.2	18.5	—
Women	—	—	—	—
David Lipscomb C				
Men	25.3	21.2	18.0	16.0
Women	25.1	—	18.3	14.0
Dyersburg St CC				
Men	—	20.0	18.8	15.8
Women	—	20.3	19.1	15.2
East Tennessee St U				
Men	30.7	25.2	21.2	17.1
Women	29.1	24.8	19.8	16.0
Emmanuel Sch of Religion				
Men	24.2	—	—	—
Women	—	—	—	—
Fisk U				
Men	24.7	19.6	15.9	12.8
Women	23.6	17.7	15.6	—
Harding Graduate Sch of Religion				
Men	23.2	—	—	—
Women	—	—	—	—
Jackson St CC				
Men	—	20.9	18.7	16.4
Women	—	20.4	18.2	15.8
Johnson Bible C				
Men	15.0	14.1	14.0	—
Women	—	—	—	—
King C				
Men	23.2	18.8	16.7	—
Women	—	—	16.9	—
Lambuth C				
Men	21.3	19.1	17.2	—
Women	—	16.4	14.6	—
Lane C				
Men	15.9	15.7	13.8	12.8
Women	17.0	—	14.3	12.4
Lee C				
Men	24.6	22.1	18.4	16.0
Women	—	19.5	19.5	16.2
Lincoln Memorial U				
Men	20.0	16.7	13.1	12.6
Women	—	17.0	15.3	12.9
Martin C				
Men	19.9	16.5	—	—
Women	—	—	—	—
Maryville C				
Men	21.3	17.8	15.2	13.8
Women	21.7	16.5	14.8	—
Meharry Medical C				
Men	36.1	29.8	28.6	18.2
Women	—	26.0	21.2	16.7
Memphis Academy of the Arts				
Men	19.8	18.4	—	—
Women	—	—	—	—
Memphis State U				
Men	31.9	25.6	20.2	15.0
Women	30.0	23.6	20.1	14.8
Middle Tennessee St U				
Men	30.0	25.3	21.0	17.1
Women	29.1	24.2	20.1	16.1

TENNESSEE—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Motlow St CC				
Men	$23.0	$21.2	$20.6	$17.3
Women	—	—	20.2	17.4
Nashville St Tech Inst				
Men	24.5	21.5	17.7	15.7
Women	—	17.7	18.0	15.8
Roane St CC				
Men	—	22.5	19.2	17.9
Women	—	21.5	18.4	15.8
Scarritt C				
Men	33.3	—	—	—
Women	—	—	—	—
Shelby St CC				
Men	23.4	19.6	16.3	15.2
Women	—	20.2	16.2	14.6
Southern C of Optometry				
Men	—	31.2	32.5	24.9
Women	—	—	—	—
Southern C of Seventh-Day Adventists				
Men	18.0	17.4	16.1	—
Women	—	17.3	16.5	14.3
Southwestern at Memphis				
Men	30.0	25.3	20.0	—
Women	—	25.4	17.7	—
State Tech Inst at Knoxville				
Men	—	20.7	17.5	16.2
Women	—	—	14.4	14.9
State Tech Inst at Memphis				
Men	23.0	20.0	17.6	15.3
Women	23.1	20.8	18.3	14.8
Tennessee St U				
Men	30.5	24.8	21.0	15.5
Women	28.6	22.3	19.4	15.8
Tennessee Tech U				
Men	31.3	24.8	21.8	16.8
Women	28.1	24.3	20.1	16.0
Tennessee Wesleyan C				
Men	15.9	—	12.9	14.0
Women	—	13.9	—	—
Trevecca Nazarene C				
Men	21.7	19.0	17.4	15.3
Women	—	19.1	16.8	—
Tri-Cities St Tech Inst				
Men	—	—	17.3	14.7
Women	—	—	16.2	14.6
Tusculum C				
Men	16.9	—	15.3	12.3
Women	—	—	14.9	—
Union U				
Men	24.2	21.1	18.9	17.0
Women	—	17.8	18.3	15.4
U of Tennessee				
Center for Health Sci				
Men	35.3	29.8	27.6	18.0
Women	30.7	24.5	20.8	16.0
Chattanooga				
Men	29.9	25.5	20.5	15.3
Women	—	25.2	18.6	14.5
Knoxville				
Men	34.2	26.6	22.6	15.5
Women	32.0	25.6	20.8	16.1
Martin				
Men	26.8	23.5	20.9	15.1
Women	26.3	23.1	18.7	14.6
U of the South				
Men	30.7	24.1	20.5	18.8
Women	—	—	—	—
Vanderbilt U				
Men	40.6	29.1	23.2	23.4
Women	34.9	27.2	21.2	17.9
Volunteer St CC				
Men	25.4	21.8	19.6	—
Women	25.6	21.3	20.7	16.4
Walters St CC				
Men	25.3	21.4	19.6	23.1
Women	—	21.4	19.2	16.8

TEXAS

	Prof	Assoc Prof	Asst Prof	Inst
Abilene Christian U				
Men	$28.1	$24.0	$22.1	$15.8
Women	28.1	22.0	20.0	16.9
Amarillo C				
Men	27.2	25.7	21.7	21.1
Women	28.0	26.6	24.5	20.0
American Tech U				
Men	—	—	19.7	—
Women	—	—	—	—
Angelo State U				
Men	33.4	29.3	26.6	18.9
Women	32.1	29.1	24.1	18.4
Austin C				
Men	29.0	23.6	18.9	—
Women	—	21.0	18.3	—
Baylor C of Dentistry				
Men	44.7	34.5	28.4	—
Women	—	31.2	22.4	17.8
Baylor U				
Men	37.6	28.8	24.7	19.2
Women	35.8	25.7	22.8	20.5
Bishop C				
Men	19.4	18.3	17.2	—
Women	—	19.3	16.4	15.3
Concordia Lutheran C				
Men	20.1	18.8	16.8	—
Women	—	—	—	—
Corpus Christi St U				
Men	34.2	26.9	22.6	—
Women	—	25.1	19.8	—
Dallas Baptist C				
Men	24.4	21.8	19.9	20.5
Women	25.1	—	19.9	20.5
Dallas Christian C				
Men	16.9	9.9	—	—
Women	—	—	—	—
Del Mar C				
Men	33.9	29.3	25.9	22.1
Women	34.7	28.8	25.7	22.2
East Texas Baptist C				
Men	25.4	19.9	18.4	15.6
Women	25.2	20.1	17.6	—
East Texas St U				
Men	33.6	27.8	24.0	19.4
Women	32.2	27.7	21.0	20.0
Texarkana				
Men	33.8	28.2	—	—
Women	—	24.7	21.9	—
Episcopal Theol Sem of the Southwest				
Men	22.9	—	—	—
Women	—	—	—	—
Gulf Coast Bible C				
Men	20.8	—	—	17.5
Women	—	—	—	14.4
Hardin-Simmons U				
Men	25.3	21.4	19.4	15.9
Women	24.0	20.7	17.6	14.8

TEXAS—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Houston Baptist U				
Men	$26.9	$25.0	$22.6	$19.8
Women	25.0	23.7	22.0	19.8
Howard Payne U				
Men	18.8	18.2	17.3	15.9
Women	18.4	16.4	15.9	15.5
Huston-Tillotson C				
Men	23.5	—	16.0	13.3
Women	23.1	19.5	—	14.6
Incarnate Word C				
Men	24.9	21.6	19.0	—
Women	28.5	22.3	18.2	14.9
Jarvis Christian C				
Men	21.8	19.2	16.6	14.3
Women	24.4	19.8	—	15.6
Lamar U				
Men	33.6	27.4	23.4	18.4
Women	32.9	26.1	20.6	17.4
Laredo St U				
Men	30.3	27.7	22.7	—
Women	—	—	21.7	—
Le Tourneau C				
Men	20.4	19.4	18.7	15.5
Women	—	—	18.7	—
Lubbock Christian C				
Men	21.0	19.5	—	—
Women	—	18.6	16.6	—
McMurry C				
Men	24.8	20.8	19.7	—
Women	21.1	—	16.8	16.5
Midwestern St U				
Men	34.0	27.1	23.8	19.3
Women	—	27.1	20.3	16.9
North Texas St U				
Men	35.4	29.0	24.9	20.1
Women	34.2	27.8	23.6	21.6
Oblate Sch of Theol				
Men	—	23.0	—	—
Women	—	—	—	—
Odessa C				
Men	33.5	27.3	25.3	22.7
Women	34.0	25.7	24.4	20.9
Our Lady of the Lake U of San Antonio				
Men	24.3	20.5	17.7	—
Women	22.4	21.7	16.7	13.7
Pan American U				
Men	34.4	28.9	23.6	19.7
Women	34.4	27.6	22.9	19.2
Paul Quinn C				
Men	15.8	15.3	—	11.5
Women	—	13.1	12.7	—
Prairie View A & M U				
Men	31.8	26.4	22.9	20.0
Women	34.2	24.8	21.6	19.8
Rice U				
Men	41.7	32.6	28.9	19.9
Women	38.5	29.6	22.6	—
Saint Edward's U				
Men	26.1	21.5	17.5	15.0
Women	—	21.0	17.6	15.9
Saint Mary's U of San Antonio				
Men	30.2	22.7	21.0	—
Women	21.4	19.9	18.6	16.7
Saint Philip's C				
Men	—	27.2	22.7	19.9
Women	32.3	25.8	23.6	18.3
Sam Houston St U				
Men	33.8	28.9	24.6	19.0
Women	33.3	28.7	24.0	17.9
San Antonio C				
Men	30.9	27.3	24.2	19.9
Women	31.3	26.8	23.6	19.0
Schreiner C				
Men	22.2	—	16.2	—
Women	—	—	—	12.5
Southern Bible C				
Men	—	13.8	—	—
Women	—	—	—	—
Southern Methodist U				
Men	41.7	29.7	24.3	17.2
Women	38.3	27.4	21.9	16.2
South Plains C				
Men	27.9	26.5	24.1	20.7
Women	26.7	26.5	24.1	20.1
South Texas C of Law				
Men	46.0	32.7	—	—
Women	—	—	30.0	—
Southwestern Adventist C				
Men	18.3	17.4	16.3	—
Women	18.2	17.4	16.0	—
Southwestern Assemblies of God C				
Men	—	—	17.4	15.3
Women	—	—	—	—
Southwestern Christian C				
Men	—	—	15.6	13.2
Women	—	—	14.0	13.0
Southwestern Texas St U				
Men	34.3	29.9	23.4	18.5
Women	33.6	27.6	22.2	18.1
Southwestern U				
Men	31.2	24.9	21.3	—
Women	—	25.6	—	—
Stephen F Austin St U				
Men	33.0	27.2	22.4	18.9
Women	34.5	26.7	22.1	17.8
Sul Ross St U				
Men	31.7	26.9	21.3	17.4
Women	—	—	19.7	16.7
Tarleton State U				
Men	31.2	26.1	22.2	18.1
Women	30.1	—	22.5	18.4
Tarrant County JC				
Men	28.7	27.6	25.5	22.6
Women	25.0	25.5	23.9	21.9
Texarkana CC				
Men	25.5	22.3	20.9	21.0
Women	24.2	22.7	21.5	20.3
Texas A & I U				
Men	33.0	28.0	22.8	17.9
Women	29.8	25.1	21.4	17.3
Texas A & M U				
Men	42.8	34.0	27.5	21.5
Women	38.7	30.5	25.0	21.0
Galveston				
Men	—	26.0	23.0	—
Women	—	—	—	—
Texas Christian U				
Men	35.9	28.8	22.9	—
Women	32.6	23.8	21.2	18.8
Texas C				
Men	17.0	17.0	12.9	11.7
Women	10.9	15.1	—	11.2
Texas C of Osteopathic Med				
Men	47.9	45.3	37.5	18.2
Women	—	36.3	37.3	—

TEXAS—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Texas Lutheran C				
Men	$26.0	$22.3	$20.7	$18.2
Women	—	20.6	18.3	—
Texas Southern U				
Men	31.9	26.9	21.4	17.9
Women	29.0	25.9	20.5	17.3
Texas Tech U				
Men	38.2	29.4	23.8	16.9
Women	30.1	26.4	22.6	16.7
Texas Wesleyan U				
Men	25.8	23.6	22.1	—
Women	25.5	22.6	19.1	17.5
Texas Woman's U				
Men	36.5	30.6	22.5	—
Women	35.2	28.3	23.4	19.9
Trinity U				
Men	37.7	29.4	23.8	21.1
Women	32.0	27.8	21.3	19.1
U of Dallas				
Men	29.4	26.7	20.4	—
Women	—	23.6	19.9	—
U of Houston				
Central Campus				
Men	41.5	30.8	25.7	20.8
Women	40.0	28.6	23.9	20.2
Clear Lake City				
Men	35.1	29.2	25.5	23.4
Women	31.9	27.3	22.6	23.5
Downtown C				
Men	39.0	28.8	23.2	21.5
Women	—	27.1	21.9	20.4
Victoria				
Men	29.6	26.7	20.2	—
Women	—	25.6	19.4	—
U of Mary Hardin-Baylor				
Men	22.5	19.9	16.9	—
Women	22.7	19.7	16.5	14.3
U of Saint Thomas				
Men	21.7	19.9	17.9	—
Women	25.0	18.5	19.9	16.7
U of Texas				
Arlington				
Men	37.6	28.9	23.4	16.5
Women	32.1	27.5	22.6	17.1
Austin				
Men	42.3	30.0	25.1	17.8
Women	39.4	28.6	23.5	17.7
Dallas				
Men	40.0	29.7	23.2	18.4
Women	—	29.1	22.1	23.9
Med Branch at Galveston				
Men	—	—	—	—
Women	44.7	28.2	22.5	19.4
Permian Basin				
Men	32.4	26.6	20.5	—
Women	—	25.3	22.3	—
San Antonio				
Men	36.0	28.9	22.8	21.6
Women	35.1	29.4	20.7	—
Tyler				
Men	32.0	23.3	21.4	20.0
Women	27.3	28.7	20.9	17.8
U Texas Health Sci Cen				
Dallas				
Men	—	30.6	26.2	19.6
Women	—	28.3	23.8	19.5
El Paso				
Men	35.0	29.5	23.9	18.1
Women	34.6	29.5	22.9	19.4
Houston				
Men	45.1	33.8	27.2	22.9
Women	39.4	30.0	25.3	19.2
San Antonio				
Men	49.6	37.8	32.8	—
Women	—	32.2	25.7	19.0
Western Texas C				
Men	28.4	24.5	20.7	21.3
Women	—	—	20.0	17.6
West Texas St U				
Men	32.5	26.8	22.5	18.5
Women	—	26.9	22.0	16.2
Wiley C				
Men	18.2	15.4	—	12.8
Women	—	14.2	14.2	11.7

UTAH

	Prof	Assoc Prof	Asst Prof	Inst
Dixie C				
Men	$27.7	$25.3	$22.5	$17.7
Women	—	—	20.7	15.6
Snow C				
Men	27.9	25.2	20.5	17.4
Women	—	—	20.8	16.2
Southern Utah St C				
Men	28.1	23.2	19.9	18.2
Women	—	22.3	18.8	16.2
U of Utah				
Men	38.4	28.1	23.2	20.7
Women	34.8	26.1	21.0	17.7
Utah State U				
Men	33.5	28.7	22.6	19.7
Women	—	23.9	20.4	16.8
Weber State C				
Men	30.7	25.8	23.1	18.4
Women	28.8	24.7	20.8	16.7
Westminster C				
Men	19.8	14.4	17.6	—
Women	20.0	13.9	13.3	—

VERMONT

	Prof	Assoc Prof	Asst Prof	Inst
Castleton St C				
Men	$26.9	$22.7	$20.2	$17.9
Women	—	22.7	20.7	18.8
Champlain C				
Men	23.7	20.9	18.0	15.2
Women	24.3	21.8	21.2	—
Green Mountain C				
Men	20.0	18.9	16.5	—
Women	—	19.2	16.4	14.5
Johnson State C				
Men	26.2	22.2	20.3	18.6
Women	27.3	—	21.6	—
Lyndon State C				
Men	25.3	22.4	19.6	18.5
Women	—	—	20.1	—
Middlebury C				
Men	37.5	28.8	21.5	19.6
Women	—	25.1	20.4	16.7
Norwich U*				
Men	29.6	24.4	20.5	—
Women	—	21.8	19.4	—
Saint Michael's C				
Men	28.0	22.5	18.4	18.8
Women	25.7	21.5	17.3	—
Trinity C				
Men	—	18.1	16.4	—
Women	—	20.7	17.6	16.2

VERMONT—Continued

	Prof	Assoc Prof	Asst Prof	Inst
U of Vermont				
Men	$34.9	$27.2	$22.5	$16.3
Women	34.4	25.3	20.5	—
Vermont C*				
Men	29.6	24.4	20.5	—
Women	—	21.6	19.4	—
Vermont Tech C				
Men	25.9	22.9	20.2	18.3
Women	—	—	21.1	17.4

VIRGINIA

	Prof	Assoc Prof	Asst Prof	Inst
Averett C				
Men	$24.4	$19.7	$16.2	—
Women	20.3	18.6	16.0	$13.3
Bluefield C				
Men	19.0	16.4	14.6	13.3
Women	—	—	—	—
Bridgewater C				
Men	24.9	20.3	18.1	13.4
Women	—	—	17.2	—
Christopher Newport C				
Men	27.7	22.9	21.3	19.0
Women	27.6	22.6	20.4	—
C of William and Mary				
Men	33.3	27.3	21.3	15.1
Women	30.6	24.7	21.7	18.1
Richard Bland C				
Men	27.9	23.3	18.2	—
Women	—	22.1	19.5	—
Eastern Mennonite C & Sem				
Men	21.3	18.9	17.2	16.0
Women	—	—	16.8	15.1
Emory and Henry C				
Men	24.0	20.6	18.9	17.6
Women	—	20.6	—	—
Ferrum C				
Men	25.5	22.2	20.2	—
Women	—	22.2	19.4	—
George Mason U				
Men	35.3	27.5	22.8	21.1
Women	32.0	27.1	21.4	19.7
Hampden-Sydney C				
Men	28.8	22.9	19.3	—
Women	—	—	—	—
Hampton Institute				
Men	25.4	20.2	17.4	13.5
Women	26.1	20.3	16.6	14.3
Hollins C				
Men	34.3	27.2	20.1	—
Women	31.9	26.1	20.5	—
James Madison U				
Men	30.3	25.2	21.6	17.3
Women	29.6	23.7	20.3	16.5
Liberty Baptist C				
Men	24.5	22.4	19.2	16.6
Women	24.3	22.4	18.5	14.9
Longwood C				
Men	29.1	24.5	19.4	14.6
Women	26.6	24.3	21.1	15.8
Lynchburg C				
Men	27.7	22.6	20.2	—
Women	27.1	21.1	17.9	—
Mary Baldwin C				
Men	26.9	23.0	19.3	17.7
Women	23.7	20.3	18.5	17.5
Marymount C of Virginia				
Men	32.7	21.3	17.6	—
Women	31.2	20.2	18.3	15.4
Mary Washington C				
Men	27.4	23.7	19.1	17.4
Women	26.5	24.0	19.0	—
Norfolk State U				
Men	30.3	26.0	22.1	18.1
Women	29.9	24.7	20.1	15.7
Old Dominion U				
Men	35.8	27.2	22.9	18.2
Women	30.9	24.6	20.9	15.5
Protestant Episcopal Theol Sem of Virginia				
Men	21.4	—	—	—
Women	—	—	—	—
Radford U				
Men	30.6	25.0	20.9	17.4
Women	29.9	23.6	20.3	18.1
Randolph-Macon C				
Men	27.4	22.7	18.4	—
Women	—	—	20.2	12.3
Randolph-Macon Women's C				
Men	29.4	22.5	18.9	—
Women	26.2	23.7	19.5	—
Roanoke C				
Men	30.7	23.7	20.6	—
Women	29.1	22.9	18.5	—
Saint Paul's C				
Men	—	18.9	—	13.9
Women	—	—	16.8	14.1
Shenandoah C Consv of Music				
Men	—	19.6	17.3	14.6
Women	—	19.1	16.2	13.1
Sweet Briar C				
Men	30.9	24.0	19.7	—
Women	30.8	24.2	18.7	—
U of Richmond				
Men	38.4	28.3	22.0	17.5
Women	34.4	26.3	19.6	15.6
U of Virginia				
Men	45.1	30.9	23.1	—
Women	40.8	29.3	21.4	17.0
Clinch Valley C				
Men	27.6	21.5	19.0	—
Women	—	22.5	18.7	—
Virginia Commonwealth U				
Men	34.3	28.6	24.7	18.2
Women	33.0	26.2	21.9	17.7
Virginia Military Inst				
Men	31.3	28.7	22.2	18.8
Women	—	—	—	—
Virginia Poly Inst and St U				
Men	40.9	30.5	24.7	19.3
Women	36.4	29.6	22.5	17.1
Virginia St CC System				
Blue Ridge CC				
Men	27.9	24.1	21.2	17.8
Women	—	23.7	18.1	16.1
Central Virginia CC				
Men	25.9	23.7	20.4	—
Women	—	24.0	20.4	18.0
Dabney S Lancaster CC				
Men	—	23.0	20.1	—
Women	—	—	19.5	—
Danville CC				
Men	28.0	22.6	19.9	17.6
Women	—	21.4	18.5	16.8

Continued on Following Page

FACT-FILE

VIRGINIA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Virginia St CC System—Continued				
Eastern Shore CC				
Men	—	$22.5	—	—
Women	—	—	—	—
Germanna CC				
Men	—	23.7	$20.4	—
Women	—	—	19.3	—
John Tyler CC				
Men	$25.1	23.8	19.6	$16.7
Women	—	21.4	19.1	15.8
J Sargeant Reynolds CC				
Men	25.6	22.9	20.2	16.7
Women	23.7	22.3	19.4	16.8
Lord Fairfax CC				
Men	24.3	21.9	18.6	15.7
Women	—	20.3	19.9	—
Mountain Empire CC				
Men	—	20.9	19.1	16.5
Women	—	—	17.1	16.0
New River CC				
Men	26.1	23.4	18.8	15.9
Women	24.7	22.6	19.8	16.1
Northern Virginia CC				
Men	27.6	24.5	21.3	18.0
Women	27.0	24.5	20.7	17.2
Patrick Henry CC				
Men	—	24.0	19.9	16.3
Women	—	21.6	20.2	15.1
Paul D Camp CC				
Men	—	23.0	19.6	18.2
Women	—	20.0	18.0	16.5
Piedmont Virginia CC				
Men	25.2	21.9	18.8	16.8
Women	—	20.3	18.6	15.4
Rappahannock CC				
Men	—	23.7	20.0	17.1
Women	—	—	—	15.8
Southside Virginia CC				
Men	—	20.6	19.0	15.5
Women	—	22.0	19.7	—
Southwest Virginia CC				
Men	24.0	22.8	20.3	16.8
Women	24.7	—	20.6	18.0
Thomas Nelson CC				
Men	26.4	23.0	20.4	17.6
Women	26.0	21.8	19.5	16.1
Tidewater CC				
Men	25.8	22.9	19.8	17.2
Women	24.3	22.5	19.8	16.9
Virginia Highlands CC				
Men	—	22.7	20.0	17.5
Women	—	22.8	19.8	14.8
Virginia State U				
Men	28.8	24.1	21.1	18.4
Women	27.0	25.9	19.9	17.8
Virginia Wesleyan C				
Men	27.2	23.6	19.7	16.3
Women	—	23.0	17.3	16.9
Virginia Western CC				
Men	27.0	24.0	20.2	16.8
Women	25.9	23.0	19.5	17.4
Washington and Lee U				
Men	34.3	25.0	21.3	15.5
Women	—	—	—	—
Wytheville CC				
Men	26.0	22.5	18.8	17.0
Women	—	22.3	19.8	—

WASHINGTON

Central Washington U				
Men	$30.1	$25.3	$21.8	$17.6
Women	28.4	23.9	21.1	—
Eastern Washington U				
Men	29.8	26.0	21.0	—
Women	28.5	24.8	20.9	—
Gonzaga U				
Men	34.3	26.2	19.7	16.2
Women	—	25.9	20.3	18.6
Heritage C				
Men	—	—	18.5	—
Women	—	—	14.6	—
Northwest C of the Assemblies of God				
Men	—	20.5	19.1	—
Women	—	—	—	—

WASHINGTON—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Pacific Lutheran U				
Men	$31.4	$25.3	$21.4	—
Women	30.7	23.8	20.1	$18.2
Puget Sound C of the Bible				
Men	22.5	—	—	—
Women	—	—	—	—
Saint Martin's C				
Men	23.7	18.5	17.1	—
Women	—	—	—	—
Seattle Pacific U				
Men	29.2	24.8	22.9	17.7
Women	—	24.6	21.2	17.8
Seattle U				
Men	30.8	25.3	21.1	20.4
Women	28.7	23.6	20.1	17.2
Shoreline CC				
Men	25.8	—	—	—
Women	22.9	—	—	—
U of Puget Sound				
Men	32.2	26.2	21.4	—
Women	30.8	24.9	21.1	16.7
U of Washington				
Men	38.0	28.9	23.0	—
Women	34.0	25.6	21.3	—
Walla Walla C				
Men	20.9	19.9	19.1	17.1
Women	21.0	19.9	19.1	17.5
Washington St U				
Men	33.8	25.9	22.6	—
Women	32.7	25.8	21.0	16.5
Western Washington U				
Men	31.0	25.7	21.4	—
Women	30.5	26.0	20.3	—
Whitman C				
Men	34.2	27.8	23.0	—
Women	—	24.6	22.0	—
Whitworth C				
Men	28.6	23.5	19.5	—
Women	—	23.9	18.7	—

WEST VIRGINIA

Alderson Broaddus C				
Men	$23.9	$19.9	$16.8	$15.3
Women	—	21.5	17.2	14.3
Appalachian Bible C				
Men	—	11.2	—	—
Women	—	—	—	—
Beckley C				
Men	17.9	—	—	—
Women	16.2	—	—	—
Bethany C				
Men	26.1	21.1	17.8	16.3
Women	—	21.4	16.5	—
Bluefield St C				
Men	23.9	21.8	18.6	16.6
Women	22.3	19.4	17.5	14.2
Concord C				
Men	25.5	21.5	18.1	14.7
Women	24.3	20.0	17.4	—
Davis & Elkins C				
Men	20.8	18.1	16.0	14.7
Women	22.5	—	16.9	14.3
Fairmont St C				
Men	26.1	22.4	19.6	17.1
Women	27.1	20.8	19.4	15.9
Glenville St C				
Men	25.0	20.6	19.2	16.3
Women	—	21.6	17.7	16.4
Marshall U				
Men	27.9	23.4	20.1	16.6
Women	27.5	21.8	19.4	14.9
Ohio Valley C				
Men	—	—	18.5	12.6
Women	—	—	—	—
Parkersburg CC				
Men	23.3	20.8	17.7	16.7
Women	—	19.4	17.0	13.7
Potomac St C				
Men	23.6	19.7	16.8	15.7
Women	22.4	—	—	—
Salem C				
Men	19.4	18.4	14.8	14.6
Women	—	—	15.5	14.0

WEST VIRGINIA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Shepherd C				
Men	$27.2	$23.0	$20.4	$16.6
Women	26.0	22.8	20.0	17.4
Southern West Virginia CC				
Men	—	20.2	18.4	15.5
Women	—	—	17.2	14.1
U of Charleston				
Men	20.4	21.8	17.9	15.6
Women	—	21.1	18.1	—
West Liberty St C				
Men	26.0	21.8	18.8	16.9
Women	23.9	20.8	18.4	15.9
West Virginia C of Grad Studies				
Men	30.9	25.2	—	—
Women	—	23.5	18.9	—
West Virginia Inst of Tech				
Men	26.9	22.8	20.9	17.2
Women	23.9	19.9	17.5	16.1
West Virginia Northern CC				
Men	22.6	20.1	17.1	14.4
Women	—	18.6	16.6	14.5
West Virginia St C				
Men	26.2	21.9	19.3	16.8
Women	25.7	21.5	18.6	15.9
West Virginia U				
Men	31.9	26.2	21.3	17.0
Women	28.4	23.5	19.3	16.2
West Virginia Wesleyan C				
Men	24.3	20.9	19.5	—
Women	24.3	20.6	17.7	16.0
Wheeling C				
Men	26.5	20.9	18.7	15.1
Women	—	—	17.3	—

WISCONSIN

Alverno C				
Men	—	—	$18.4	—
Women	$25.2	$21.4	17.3	$16.0
Beloit C				
Men	27.4	22.8	20.7	—
Women	—	—	18.0	—
Cardinal Stritch C				
Men	—	16.5	16.6	—
Women	16.9	15.9	15.3	13.6
Carroll C				
Men	28.6	23.9	21.5	—
Women	—	22.1	19.4	—
Carthage C				
Men	25.9	20.1	18.5	15.3
Women	25.9	20.5	18.2	—
Concordia C				
Men	17.6	16.5	14.7	—
Women	—	—	13.8	—
Edgewood C				
Men	—	17.5	16.5	—
Women	—	19.6	16.7	14.5
Inst of Paper Chemistry				
Men	39.2	34.1	27.0	—
Women	—	—	—	—
Lakeland C				
Men	22.9	—	19.3	15.3
Women	—	—	14.5	—
Lawrence U				
Men	35.0	28.5	22.1	—
Women	30.5	27.5	20.5	—
Marian C of Fond du Lac				
Men	—	21.3	16.7	—
Women	—	—	17.8	13.6
Marquette U				
Men	38.3	30.5	24.2	17.6
Women	33.9	26.6	22.4	18.3
Milwaukee Sch of Engineering				
Men	26.5	24.5	22.1	21.1
Women	—	19.1	17.3	—
Mount Mary C				
Men	—	21.2	17.8	—
Women	—	21.9	16.3	—
Mount Senario C				
Men	22.0	16.7	15.3	—
Women	—	—	14.1	—
Northland C				
Men	20.4	17.2	14.7	14.1
Women	—	16.3	—	12.0

WISCONSIN—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Northwestern C				
Men	$13.2	—	—	—
Women	—	—	—	—
Ripon C				
Men	32.1	$24.7	$20.1	$18.5
Women	—	—	19.1	—
Sacred Heart Sch Theol				
Men	—	18.0	13.1	—
Women	—	—	—	—
Saint Norbert C				
Men	31.5	26.1	19.5	—
Women	—	24.0	20.2	—
Silver Lake C				
Men	—	—	13.8	—
Women	—	—	—	—
U of Wisconsin Center System				
Men	28.9	24.5	21.0	16.9
Women	28.0	23.9	20.4	17.3
Eau Claire				
Men	33.4	26.3	23.0	20.9
Women	32.3	26.4	22.7	18.2
Green Bay				
Men	33.8	26.3	20.4	19.9
Women	29.6	26.3	19.8	—
La Crosse				
Men	33.2	27.2	25.6	21.6
Women	31.0	27.6	27.0	23.4
Madison				
Men	38.3	27.5	24.3	—
Women	33.7	26.9	22.4	24.6
Milwaukee				
Men	38.5	28.2	24.2	21.1
Women	36.7	27.3	22.1	19.1
Oshkosh				
Men	33.0	27.9	24.3	22.0
Women	32.6	27.1	22.9	19.1
Parkside				
Men	35.7	27.3	20.9	—
Women	—	26.3	21.5	—
Platteville				
Men	31.5	27.0	24.0	—
Women	31.3	—	23.1	—
River Falls				
Men	31.7	25.1	21.5	19.8
Women	30.5	24.1	19.7	18.6
Stevens Point				
Men	31.4	25.7	22.6	19.5
Women	31.0	25.1	23.5	18.8
Stout				
Men	31.3	25.8	22.0	20.1
Women	31.9	24.7	22.4	19.6
Superior				
Men	33.7	26.2	20.8	—
Women	34.3	25.7	21.0	—
Whitewater				
Men	32.6	27.1	23.8	21.2
Women	32.4	26.6	22.6	20.4
Viterbo C				
Men	—	22.1	18.1	—
Women	—	21.7	18.1	16.4

WYOMING

Northwest CC				
Men	$31.2	$29.7	$24.4	$19.8
Women	—	—	22.4	18.6
U of Wyoming				
Men	38.4	31.9	26.1	23.7
Women	35.0	30.4	23.8	19.5
Western Wyoming CC				
Men	34.3	31.0	29.1	22.2
Women	—	32.0	27.0	22.5

GUAM

U of Guam				
Men	$31.7	$25.7	$22.0	$19.3
Women	31.2	26.1	21.5	18.4

PUERTO RICO

American C of Puerto Rico				
Men	—	—	$11.3	—
Women	—	—	—	—

PUERTO RICO—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Antillian C				
Men	—	—	$11.2	$9.9
Women	—	—	10.1	9.5
Bayamon Central U				
Men	—	—	7.1	10.4
Women	—	—	12.5	23.6
Bayamon Tech U C				
Men	—	$17.0	13.9	10.9
Women	—	16.3	14.1	11.3
Caribbean Center for Advanced Studies				
Men	$18.6	—	—	—
Women	14.0	—	—	—
Catholic U of Puerto Rico				
Men	12.9	9.9	9.0	6.1
Women	13.1	9.4	7.5	6.8
Conservatory of Music of Puerto Rico				
Men	—	10.3	10.0	—
Women	—	10.3	10.0	—
Inter American U of Puerto Rico				
Aguadilla Br				
Men	—	—	13.4	10.9
Women	—	—	12.7	10.7
Barranquitas				
Men	—	—	12.	11.3
Women	—	—	12.7	11.5
Fajardo				
Men	—	—	13.1	11.6
Women	—	—	12.7	11.5
Guayama				
Men	—	—	13.3	12.3
Women	—	—	12.6	11.3
Metropolitan Campus				
Men	18.9	14.8	13.3	11.3
Women	20.0	15.3	13.3	10.9
Ponce				
Men	—	—	13.2	11.7
Women	—	14.2	12.5	—
Rico Arecibo				
Men	—	—	13.4	11.2
Women	—	—	14.4	11.1
San German Campus				
Men	18.9	12.9	12.4	11.7
Women	—	12.8	13.8	10.7
Metropolitan U C				
Men	—	—	—	10.9
Women	—	16.7	12.4	10.4
Ponce Sch of Medicine				
Men	21.8	14.7	8.1	—
Women	—	—	—	11.5
Puerto Rico JC				
Men	—	—	12.8	11.5
Women	—	14.0	11.7	10.6
U Del Turabo				
Men	—	15.6	13.2	11.6
Women	—	16.1	13.1	10.2
U of Puerto Rico				
Cayey U C				
Men	27.5	21.3	17.1	13.8
Women	—	19.8	16.3	13.7
Humacao U C				
Men	25.5	19.4	16.8	13.3
Women	—	18.9	16.2	13.4
Mayaguez				
Men	26.8	20.4	18.0	14.6
Women	23.8	18.7	16.2	13.6
Medical Sciences				
Men	36.0	32.0	28.0	21.0
Women	36.0	32.0	28.0	21.0
Regional C's Admin				
Men	20.2	17.2	15.8	12.4
Women	21.3	18.2	14.9	11.9
Rio Piedras				
Men	26.0	20.4	16.9	13.4
Women	24.8	19.3	15.9	13.3
U of the Sacred Heart				
Men	19.7	12.8	14.2	12.0
Women	19.5	15.7	12.7	11.9

VIRGIN ISLANDS

C of Virgin Islands				
Men	$32.2	$25.8	$22.4	$19.4
Women	29.8	27.0	21.9	18.6

New Books on Higher Education

It may be necessary to add state tax to the cost of books listed below. Discounts may be available to scholars and to people who order in bulk.

Colleges and Universities: A Strategic Marketing Analysis on the Business of Higher Education in the 1980's (Business Trend Analysts, Publications Department, 2171 Jericho Turnpike, Commack, N.Y. 11725; 265 pages; $495.00 prepaid). Discusses, for example, the variables that influence enrollment and revenue growth.

Competence, Admissions, and Articulation: Returning to the Basics in Higher Education, by Jean L. Preer (Association for the Study of Higher Education, One Dupont Circle, Suite 630, Washington 20036; 105 pages; $5 for members of A.S.H.E., the American Association for Higher Education, American Educational Research Association, or the Association for Institutional Research; $6.50 for nonmembers, prepaid). Examines minimum-competence testing for high-school and college students.

The Crisis in Higher Education, edited by Joseph Froomkin (Academy of Political Science, 2852 Broadway, New York 10025; 177 pages; $7.95 prepaid). A collection of articles that discuss how decreases in federal aid and declines in student enrollment might affect the future of American colleges and universities.

In Search of More Effective Service: Inquiry as a Guiding Image for Educational Reform in America, by Hendrik D. Gideonse (Louis Fisher, ML2, College of Education, University of Cincinnati, Cincinnati, Ohio 45221; 144 pages; $5.95, plus 75 cents for shipping). Argues that teaching ought to be informed by research on the learning process.

Marketing for Public and Nonprofit Managers, by Christopher Lovelock and Charles B. Weinberg (John Wiley & Sons, 605 Third Avenue, New York 10158; 607 pages; $32.95 prepaid). The authors have also written a companion volume entitled *Public and Nonprofit Marketing: Cases and Readings* (John Wiley & Sons; 400 pages; $21.95).

Motivation and Teaching: A Practical Guide, by Raymond J. Wlodkowski (National Education Association Professional Library, P.O. Box 509, West Haven, Conn. 06515; 216 pages; $9.95 prepaid). Describes how teachers can provide an environment that will encourage students' desire to learn.

Peterson's Annual Guides to Graduate Study, 1984 (Peterson's Guides, P.O. Box 2123, Princeton, N.J. 08540). *Book 1: Graduate and Professional Programs: An Overview* (771 pages; $14.95, plus $2 for shipping). *Book 2: Graduate Programs in the Humanities & Social Sciences* (1,425 pages; $20.95, plus $2 for shipping). *Book 3: Graduate Programs in the Biological, Agricultural, and Health Sciences* (1,904 pages; $23.95, plus $2 for shipping). *Book 4: Graduate Programs in the Physical Sciences and Mathematics* (556 pages; $17.95, plus $2 for shipping). *Book 5: Graduate Programs in the Engineering & Applied Sciences* (799 pages; $19.95, plus $2 for shipping). The five volumes are also available as a set for $95, plus $6 for shipping.

Principles of College Bookstore Management, by Eldon D. Speed and others (National Association of College Stores, 528 East Lorain Street, P.O. Box 58, Oberlin, Ohio 44074; 260 pages; $15 for NACS members, $25 for nonmembers, prepaid).

Strategic Management in the Community College (New Directions for Community Colleges #44), edited by Gundar A. Myran (Jossey-Bass Publishers, 433 California Street, San Francisco 94104; 121 pages; $7.95 prepaid). A collection of essays on policymaking for community-college administrators.

Training by Contract: College-Employer Profiles (College Board Publications, Box 886, New York 10101; 82 pages; $8.95 prepaid). Describes programs through which colleges and universities have provided various types of instruction for the employees of businesses, government agencies, and other kinds of organizations.

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Hiring Ban Ruled Illegal

Continued from Preceding Page
would preclude the possibility of his also suing the N.F.L. over the rule.

Last year, the N.F.L. angered college coaches when it issued such an exemption to Herschel Walker, a star running back from the University of Georgia. After Mr. Walker threatened to sue the league over the rule, he was allowed to sign a contract with the New Jersey Generals team.

Both leagues might also be tempted to grant an exemption to running back Marcus Dupree, who last week quit the University of Southern Mississippi. Under the rules, Mr. Dupree would not be eligible to play professionally until 1987. Because he has transferred, the National Collegiate Athletic Association will require that he "sit out" from major-college football at least until 1985.

Mr. Dupree had starred during the 1982 season and for part of the 1983 season at the University of Oklahoma, where he was favored to win the Heisman Trophy, college football's top honor. He transferred in the middle of the 1983 season to the University of Southern Mississippi, after reportedly feuding with his coach at Oklahoma, Barry Switzer.

Last week's decision, handed down by U.S. District Judge Laughlin Waters, comes two months after the Federal Trade Commission said it was investigating both leagues' regulations as possible violations of antitrust law.

After the investigation, which is expected to be complete within the next few months, the F.T.C. staff could recommend to the five-member comission that it strike down the rule or let it stand.

Although college coaches vehemently oppose any change in the rule barring underclassmen from the professional ranks, the N.C.A.A. has said that it favors allowing college players to sign with professional teams. Were the N.C.A.A. to favor the rules, observers say, it would risk being named in lawsuits over the rule along with the professional leagues.

U. OF OKLAHOMA

Marcus Dupree, who quit college last week, could be exempted from pro football's ban on hiring underclassmen.

Sen. Arlen Specter, Republican of Pennsylvania, has proposed legislation that would give professional football leagues limited exemptions to antitrust laws, allowing them to bar their teams from hiring underclassmen. No action is scheduled on the bill, said Bill Bowman, an aide to Sen. Specter, "but perhaps the Senator will get interested in this again, once he's heard what's gone on in the courts."

—N. SCOTT VANCE

Football Fatalities Last Year Included 3 College Players

CHAPEL HILL, N.C.

Thirteen amateur football players—three of them college athletes—died during the 1983 season after suffering injuries either directly or indirectly associated with the sport, a survey has found.

The survey was sponsored by the National Collegiate Athletic Association, the American Football Coaches Association, and the National Federation of State High School Associations. It is conducted annually by Frederick O. Mueller and Carl Blyth, of the department of physical education at the University of North Carolina at Chapel Hill, and Richard D. Schindler, of the high-schools federation.

The 13 deaths attributable to college and high-school football were as few in 1983 as at any time since 1977, Mr. Mueller said.

The survey distinguished between direct and indirect deaths. The former—those resulting directly from participation in football—totaled four in 1983, as low as at any time in the last seven years. Indirect deaths—those caused by "systemic failure as a result of exertion while participating in football activity or by a complication that was secondary to a nonfatal injury"—totaled nine: six high-school players and one college player died of heart failure, one college player died from heat stroke, and one college player died from a congenital brain disorder triggered by participation in football.

Mr. Mueller said great progress had been made since the 1960's, when as many as 36 deaths a year occurred in amateur football. He attributed the gradual downward trend to improved headgear, which has been instrumental in lowering the number of catastrophic spinal-column injuries. These are most often caused by violent blows to the top of the head.

He said that although "we hope to get deaths down to zero," the cost of stringent physical examinations made it likely that concealed disorders would continue to cause deaths. Physicals sufficiently thorough to detect such disorders can cost upwards of $200 per player, Mr. Mueller said, and high schools and colleges are unable to afford them for the 60 to 100 athletes on their rosters.

—P.M.

Football Deaths in Colleges and High-Schools

	High-School		College		Total	
	Direct	Indirect	Direct	Indirect	Direct	Indirect
1977	8	6	1	0	9	6
1978	9	8	0	1	9	9
1979	3	8	1	1	4	9
1980	9	4	0	0	9	4
1981	5	6	2	0	7	6
1982	7	7	0	3	7	10
1983	4	6	0	3	4	9

SOURCE: FREDERICK MUELLER, U. OF NO. CAROLINA

5 Members Named to NCAA Presidents' Panel

Continued from Preceding Page
versity (appointed by the Big 10 Conference); and Otis A. Singletary, president of the University of Kentucky (appointed by the Southeastern Conference).

Mr. Singletary said he hoped the commission would hold its first meeting soon after the remaining members are elected, so that it could begin to chart its course before a summer meeting of officials from Division I-A institutions.

Among the subjects likely to be discussed by the commission, Mr. Singletary said, are possible modifications to "Rule 48," the academic requirements adopted by the association at its 1983 convention, and the idea of barring freshmen from varsity competition.

Mr. Singletary added that he hoped the commission would lobby vigorously for any proposals it sponsored, and that it would take positions on most of the proposals made at N.C.A.A. conventions. He is also chairman of the College Football Association.

Mr. Heyman also said that he hoped the commission would examine freshman eligibility. "We do a big disservice to our kids by making them go out there and compete in big-time sports when they first get to the university.

"From where I sit, intercollegiate athletics has become so important that in many ways we've got tails wagging the dogs here. I'd like us to see whether there is any way to modify that."

Commission's Authority Limited

Delegates to the 1984 convention established the commission after defeating a proposal that would have allowed the group to suspend the association's rules and to impose new ones of its own.

Some college presidents, including Mr. Heyman and others who supported the proposal that was defeated, say it remains to be seen whether the commission has been vested with enough authority to stop abuses that now occur in college sports.

The N.C.A.A. last week sent letters to the presidents of all institutions in the association, informing them of their right to make nominations to the council. People who receive 10 or more nominations will automatically have their names placed on the ballot.

A nominating committee made up of eight college presidents will assemble a slate of candidates for 31 of the 35 positions on the commission not allocated to Division I-A conferences, and presidents of institutions that play football in Division I-AA will nominate individuals for the four positions on the commission reserved for their institutions.

The nominating committee is expected to meet later this month. It could simply accept the nominations given it by N.C.A.A. presidents, or it could add names of its own choice to the slate.

2-Year Colleges' 'Superconference'

Continued from Preceding Page
those in the South Coast conference had complained about the reorganization, the association had been praised by officials at other institutions. That is especially true, he said, of institutions with relatively weak teams that had been in conferences with those now in the elite South Coast Conference. Officials of those institutions, Mr. Rilliet said, were tired of consistently being beaten badly by powerhouses in their conference.

"If you make some people happy, you're bound to make some people sad," Mr. Rilliet said. While he said he had great respect for Mr. Sherbeck, he added, "He's constantly been on top. He hasn't had the chance to experience what it's like to play his team."

Coaches and athletic directors of top teams, he added, have been reluctant to accept their membership in the new South Coast Conference, in part because they will now face tougher opponents. Officials at other institutions, including John Kovac, athletic director at San Diego Mesa College, praised the reorganization because they will now be able to play teams from nearby campuses.

"This will allow us to develop some local rivalries," Mr. Kovac said. "Local interest in our games, which has waned recently, will once again blossom."

Some officials also complained that the C.A.C.C. had reorganized the leagues without notifying them in advance.

"It's a major disappointment," Mr. Sherbeck said. "Normally when major changes are being made, the schools involved are consulted. In this case, we were not."

Mr. Rilliet agreed that that was unfortunate, but he said others had not been consulted because the "leaguing committee" did not know in advance that it was going to change conference membership so drastically. The committee met with the intention of considering requests from some institutions that they be moved to different conferences, and in the process of considering the requests it decided an extensive reorganization was in order.

Mr. Rilliet, one of the committee's five members, said the panel would consider any new proposals that had been filed with the association's office by Friday of last week. He did not think it likely, however, that the committee would abandon its previous restructuring.

One of the proposals reportedly being considered would require moving some teams from the new South Coast Conference to other leagues.

"At this point, we just hope it's not in concrete," Mr. Sherbeck said. "We hope to have the opportunity to reevaluate this and to have some input, to voice our concerns."

California has more two-year colleges than any other state—106, of which 96 have athletic programs and 75 have varsity football teams. Their players have become prime recruiting prospects for coaches from top four-year colleges. In all, 4,000 of California's community-college students play varsity football.

—N. SCOTT VANCE

Notes on Sports

NCAA and U. of Illinois Will Probe Recruiting

The University of Illinois says it has been told by the National Collegiate Athletic Association that an official inquiry will be held into recruiting practices in its football program.

At the same time, Chancellor John Cribbet announced that the university had hired Philip Tone, a well-known Chicago lawyer, to conduct its own investigation.

It had been rumored for some time that official charges would be forthcoming and that N.C.A.A. investigators, after originally concentrating on the recruitment of two junior-college players, had expanded the scope of the investigation after campus visits.

U. of Illinois Cancels Contract for World Wheelchair Games

The University of Illinois at Urbana-Champaign, scheduled to be host for the World Wheelchair Games in June, has canceled its contract with the organization that sponsors the games, making it unlikely they will be held at all this year.

Timothy Nugent, director of rehabilitation at the university, said the Wheelchair Games' board had raised only $25,000, while the total cost of the games has been estimated at $3-million to $5-million.

40 Minnesota Football Players 'Technically' Ineligible

Approximately 40, or about half, of the football players at the University of Minnesota would be ineligible to play were spring practice to begin now, a St. Paul newspaper has reported.

Frank Wilderson, vice-president for student affairs at the university, said, however, that while that statistic may be "technically true, in practice it will not create a problem." Some of the players are behind in their studies, he said, but by the time spring practice begins, he would be "surprised if more than 10 were ineligible to practice."

People in Sports

Alan Bonney, women's cross country and track coach at U. of Washington, has resigned, effective at the end of the 1984 season.

Macky Carden, assistant football coach at Elon College, to football coach.

Vandy Christie, tennis coach at Northwestern U., to director of development for athletics.

Gary Crowe, swimming coach at North Central College (Ill.), has resigned, effective immediately.

Jan B. Dainard, assistant women's volleyball coach at U. S. Naval Academy, to women's volleyball coach.

Dominick J. Di Julia, commissioner of the East Coast Conference, to commissioner of the Metro Atlantic Conference, effective July 1.

Jeff Du Pre, athletic director and baseball coach at Iowa Western Community College, has resigned, effective at the end of the 1983-84 academic year.

Richard Fox, basketball coach at Gannon U., has resigned, effective immediately.

Lacey Gane, athletic director at Pembroke State U., has resigned, effective August 31.

Art Huttoe, men's cross country coach at U. of Washington, also to women's cross country coach.

Brutus Jackson, chairman of the athletic council at Prairie View A&M U., to athletic director.

Willie Jeffries, football coach at Wichita State U., to football coach at Howard U.

Tom Joynes, athletic director at Virginia Military Institute, to special assistant for intercollegiate athletics.

Annette Lynch, women's basketball coach at Northwestern U., has resigned, effective immediately.

Kevin McCluskey, a 1983 graduate of North Central College (Ill.), to swimming coach.

Jim McDermott, commissioner of the Metro Atlantic Conference, will retire on June 30.

Don Purvis, associate athletic director at Ball State U., to athletic director.

William Shaw, cross country coach at Elkins High School (W.Va.), to cross country coach at Davis & Elkins College.

Joe Taylor, football coach at Howard U., has been dismissed.

Barbara Wilson, women's track and field coach at U. S. Naval Academy, also to women's cross country coach.

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A 6-Month Index to The Chronicle Begins on Page 69

CHRONICLE
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News Summary

Articles on inside pages

The trustees of Stanford University have agreed to establish the Reagan Library on their campus. Story on Page 3.

Scholars' efforts to gain access to the files of U. S. intelligence agencies continue to meet considerable resistance. Story on Page 5.

The latest winners of the MacArthur Prize include an 18-year-old expert on hieroglyphics and several people from outside academe. Story on Page 7.

More than 1,500 students gathered at Harvard University to plan a national campaign to register college-age voters. Story on Page 12.

Students should be given 15 years, rather than the present 10 years, to repay their college loans, according to a new study by the Educational Testing Service. Story on Page 13.

Administrators' salaries barely kept pace with inflation this year, a survey by the College and University Personnel Association has found. Story on Page 17.

The Reagan Administration could reverse its decision to withdraw the United States from UNESCO if a panel of experts determines that the agency has made significant improvements. Story on Page 19.

Officials confirmed that 41 faculty members had left the American University of Beirut in the evacuation of foreign nationals from the city. Story on Page 21.

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Top Students Move to Science Studies, Leave Humanities

By JEAN EVANGELAUF

The humanities are losing many of the ablest undergraduates while the sciences and engineering are gaining more of them, according to two new surveys of deans, department chairmen, and other top academic officials.

Nearly two-thirds of senior academic officials in the humanities said the ablest undergraduates had shifted away from those disciplines, while only 5 per cent reported a shift toward the humanities.

In science and engineering, only 7 per cent of the officials said they were losing their best students, while 40 per cent said they were getting more of the ablest students.

Although the college officials noted shifts in the interests of the top students, a majority said that, overall, the quality of students in the humanities and the sciences had not changed significantly between 1976-77 and 1981-82.

The two surveys, the results of which are being reported by the American Council on Education this week, covered academic officers at 486 colleges and universities.

Job Prospects the Cause

"The results aren't hard numbers, they are not test scores, but they are the considered judgments of officials who are in a position to assess quality fairly well," said Frank J. Atelsek, the author of the sciences-and-engineering report and director of the Higher Education Panel, the council's survey-research program.

The officials said employment opportunities—or the lack of them—were responsible for the changes in student interest. About 51 per cent blamed the shift away from the humanities on poor job prospects after college, and an additional 21 per cent attributed it to concern about getting a job after graduate school. In contrast, about 63 per cent of the respondents said the shift to the sciences and engineering could be attributed to favorable job prospects.

Very few officials noted changes in stu-

Continued on Page 11, Column 3

Governors Budget More Money for Colleges to Spur Economy, Make Up for Past Reductions

They cite taxpayer demand for better schools, universities

By JACK MAGARRELL

As the economic recovery proceeds in many states, governors are giving high priority in their budgets to education.

In their budget messages and state-of-the-state addresses delivered at this year's legislative sessions, the governors gave two basic reasons for increasing state support of colleges and universities:

► To restore some of the money cut during the recession years; and

► To spur research and job training in high-technology fields as an aid to economic development.

EDWARD KLAMM, FOTOWEST

At New Mexico's Capitol, faculty members protest legislators' attempts to reduce pay raises. Story on Page 10.

Almost every governor's budget this year includes programs to improve elementary and secondary education. Many of those proposals would provide more money for training teachers of science and mathematics.

Some of the proposed increases in spending for education would be paid for from state revenue that rises as the economy recovers from recession. But in many states higher tax rates would be required, and governors appeared less shy than usual about recommending them.

It is not unusual for combined state spending for higher education and aid to public schools to account for about half of a state's total operating budget.

Pay Raises in Tennessee

In Tennessee, Gov. Lamar Alexander called state legislators into special session last month "to give education—and education alone—your full attention."

"Better schools will not come cheap," he said. "Yet I am convinced the people are ready to pay for excellence in the classroom."

He proposed additional spending of $1-billion over the next three years for improvement of the public schools, and he recommended across-the-board pay raises for university personnel, schoolteachers, and state employees.

In higher education, he called for the establishment of university "centers of excellence." Tennessee's universities would "identify our most promising programs and make them tops in the country," he said. To pay for the increased spending on

Continued on Page 10, Column 3

Some at Weaker Colleges View U.S. Aid as Rewarding Mediocrity

By STACY E. PALMER

WASHINGTON

Federal aid awarded to "developing" colleges and universities is viewed as a "reward for mediocrity" by some faculty members at the weaker institutions among them, according to a study recently completed for the Department of Education.

After analyzing the progress of 51 such colleges between academic 1976-1977 and academic 1981-1982, the study found that faculty members at successful developing institutions regarded federally supported programs as an "elite enterprise," while those at relatively weak institutions were more likely to consider federal aid as "compensation" for mediocrity.

Of the 51 institutions included in the report, 9 were considered to be "strong" when evaluated primarily on the basis of their financial condition. Twenty were judged "stable," and 8 were called "vulnerable" by researchers. The remaining 14 received a "mixed" rating for their progress over the five years.

The 422-page study examined a random sample of institutions that had received aid under Title III of the Higher Education Act, known as the Developing Institutions program.

About 500 such institutions got such aid in fiscal 1983.

The report was written by Junius A. Davis, senior scientist at the Center for Educational Studies at the Research Triangle Institute in North Carolina, and associate researchers Roderick A. Ironside and Jerry VanSant. The Department of Education

Continued on Page 14, Column 1

by Governors

criticism from teacher-education groups.

Governor Kerrey said his plan would "enable uniquely qualified individuals to gain 'lateral entry' to the teaching profession without necessarily returning to college to complete formal teacher training."

In New Jersey, Governor Kean said in his annual message to the legislature, "For far too many years, higher education has been relegated to the bottom of New Jersey's list of priorities."

He recommended putting on the ballot this year a proposal to raise $80-million through a bond issue to help finance programs proposed by the governor's committee on science and technology.

He suggested that a combination of funds from the bond issue and the state budget be used to establish four centers for advanced technology: one for biotechnology on the adjoining campuses of Rutgers University and the University of Medicine and Dentistry; a center for hazardous and toxic-substance management in Newark, operated by a consortium of institutions led by the New Jersey Institute of Technology; a center for materials science or ceramics at Rutgers; and a center for food technology at Cook College of Rutgers.

Aid for Part-Time Students

In New York, Gov. Mario M. Cuomo proposed increases of 10.5 per cent for the State University of New York, 3.2 per cent for community colleges, and 1.4 per cent for the City University of New York. He recommended a 40-per-cent decrease in capital projects at the universities.

The governor's budget for both SUNY and CUNY was based on the imposition of a $200 increase in tuition, plus an increase of $150 in dormitory rates.

Proposed spending increases included $11-million in tuition aid for part-time students and start-up funds for a child-care program for the children of students at the City University of New York.

Lagging Revenues in Oklahoma

In Oklahoma, Gov. George Nigh told legislators that lagging tax collections required a cut of 6 per cent in general appropriations for fiscal 1984 and a budget for fiscal 1985 that would be 2 per cent below the present level.

Among the supplemental appropriations he requested for fiscal 1985 was $2-million to match private funds given to the Energy Center at the University of Oklahoma and the Twenty-first Century Center at Oklahoma State University.

In Pennsylvania, Gov. Richard L. Thornburgh reminded the legislature that economic recovery is "always slower and harder in Pennsylvania than in many other states."

Nonetheless, he recommended reductions in rates for corporate and personal income taxes and a 7-per-cent increase in spending for higher education. In addition, he proposed that a majority of the $150-million expected from the sale of liquor franchises be earmarked for scientific, engineering, and other technical equipment at schools, colleges, and universities.

In Utah, Gov. Scott M. Matheson called for a broad-based tax program to provide funds for "education and other essential public services."

"No longer can we count on federal funds for the expansion of state-government programs," he said. Federal money available to Utah has declined from 25 per cent of the state's budget in fiscal 1979 to 19 per cent in fiscal 1985, he said.

During four years of "meager growth" in Utah's economy, the budget was cut seven times, Gov. Matheson noted. Utah's education system faces a challenge of substantial growth in enrollment because the birth rate in Utah is nearly double the national average, he said.

In Vermont, "adequate funding of education is our highest priority," said Gov. Richard A. Snelling. He noted with pride that the state's general appropriations were 7.1 per cent of total personal and business income 10 years ago but now amount to only 5.5 per cent of that total.

He recommended $1.6-million in added state support for the University of Vermont and the state colleges, and $475,000 in increased student aid.

In Virginia, said Gov. Charles S. Robb, "education remains my highest priority."

Governor Robb proposed raising salaries of college faculty members and schoolteachers by 20 per cent.

In West Virginia, Gov. John D. Rockefeller, IV, recommended an increase of 7.5 per cent in the base salaries of faculty members, plus $1.5-million for merit-pay increases, bringing the total increase in faculty-salary funds to 9.5 per cent.

He also proposed a plan for raising the salaries of public-school teachers and equalizing their pay throughout the state.

Of $130-million in increased spending recommended for 1985, $106-million, or 80 per cent, would be for education.

Top Students Move to Science, Leave Humanities

Continued from Page 1

dent interest in individual disciplines in the humanities. However, 43 per cent reported changes in the sciences, with nearly a third noting a shift toward computer science and 18 per cent citing a shift to engineering.

The survey included questions about the quality of undergraduate majors, graduate-school applicants, and recipients of doctoral degrees. "In both studies, officials relied heavily on faculty perceptions in formulating their opinions," the survey report said.

"One of the key findings of both studies is that over half of the institutions reported no change in the quality of their students," the report said. That finding, it noted, seemed to conflict with recent national reports "which indicate the existence of an education crisis."

The science officials were also asked to compare the quality of graduate-school applicants from foreign and U.S. colleges; 47 per cent noted no difference, 43 per cent found those with U.S. bachelor's degrees to be better qualified, and the remainder found foreign applicants better qualified.

The two reports, which were financed by the National Science Foundation, the U.S. Department of Education, and the National Endowment for the Humanities, are available free of charge from the Higher Education Panel, American Council on Education, Suite 829, One Dupont Circle, Washington 20036.

How Senior Academic Officers View Changes in Student Quality, 1976-77 to 1981-82

	No significant change	Significant improvement	Significant decline
Humanities			
Undergraduate majors	62%	16%	22%
Graduate-school applicants	57%	26%	16%
Doctorate recipients	72%	19%	9%
Sciences and engineering			
Undergraduate majors	61%	25%	15%
Graduate-school applicants	60%	28%	12%
Doctorate recipients	66%	27%	7%

Note: Rows may not add to 100% because of rounding.

SOURCE: AMERICAN COUNCIL ON EDUCATION

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Note Pad

It may not be bedtime reading for most people. But it may be for Washington lobbyists, bureaucrats, and Capitol Hill aides who are involved in education issues and are accustomed to long hours of reading government reports, studies, and bills.

The Government Printing Office will soon be spewing out copies of Rep. Paul Simon's proposed legislation to re-authorize the Higher Education Act. It is expected to be the largest education bill ever printed—and perhaps the largest bill of any kind ever printed—according to an aide to Mr. Simon, who is a Democrat from Illinois and chairman of the House Subcommittee on Postsecondary Education.

The measure, which will be printed at the end of February and then formally introduced, will run between 1,100 and 1,200 pages, said the aide. In its present draft form, it consists of about 900 pages.

Mr. Simon's proposals would significantly restructure current law, but they are, in fact, unlikely to win passage in this election year, when Congress will be in session for a total of only five months. Although Mr. Simon plans to press for House action, the Senate is not considered likely to take up a higher-education bill this year.

▪

David A. Stockman, director of the Office of Management and Budget, would probably not win any popularity contests among university administrators and researchers who have seen the budgets for their programs and laboratories cut during his tenure.

One frustrated researcher is Marvin Goldman, director of the Laboratory for Energy-Related Health Research at the University of California at Davis. He discovered recently that President Reagan's fiscal 1985 budget request proposed to eliminate his laboratory and two similar units at the University of California at Los Angeles and the University of Rochester.

He said that even if Congress denies Mr. Reagan's request, the damage to his and other laboratories that examine the health effect of radiation may already be done, by discouraging other organizations from providing grants for such research.

"The Stockman cometh, and the research goeth," he said.

▪

The fight by insurance companies against legislation that would bar the use of sex-based classifications in setting insurance rates was one of the most expensive lobbying campaigns on Capitol Hill last year, according to financial reports that lobbyists filed for the final quarter of 1983.

The Committee for Fair Insurance Rates, a consortium of companies opposed to the legislation, reported that it had spent $1.47-million to fight such measures.

The biggest spender listed in the reports, however, was Common Cause, a "citizens' lobby" that works on a variety of social and political issues. It reported spending $1.96-million to influence Congress.

Washington

Students Could Handle Larger Debts if Given 15 Years to Repay College Loans, Study Finds

By DONNA ENGELGAU

WASHINGTON

Undergraduates and graduate students could handle much larger debts if they were allowed to repay their student loans over 15 years rather than over 10 years as now required, a study by the Educational Testing Service has found.

The report of the study also recommended that students who are heavily in debt should have the option of paying back their loans over 15 years, with payments rising as their incomes increase.

The report, presented last week at a meeting of the Graduate and Professional School Financial Aid Council, concluded that if repayments were graduated, manageable debt limits could range from $13,500 for a person with a bachelor's degree to $80,000 for a medical doctor.

The study was prepared in part to help lawmakers determine whether to increase the limits on what students can borrow from the federal government when the Higher Education Act of 1965 is extended. The act expires in 1985.

Sen. Robert T. Stafford, Republican of Vermont and chairman of the Senate education subcommittee, is planning to introduce legislation soon enabling students to consolidate their college loans at 9 per cent

Continued on Page 15, Column 1

'Manageable' Student Loans Under 3 Repayment Schemes

	Equal monthly installments 10 years	Graduated repayment option 10 years	Graduated repayment option 15 years
Bachelor's degree			
All fields	$ 6,500	$10,000	$16,500
Accounting	7,500	13,000	21,500
Business and marketing	7,000	12,000	19,000
Computer science	10,000	17,000	28,000
Engineering	11,000	17,500	28,000
Mathematics	8,500	14,500	23,500
Schoolteachers	5,500	8,500	13,000
Master's degree			
All fields	$ 7,000	$12,500	$20,000
Accounting	9,000	15,500	25,000
Business (M.B.A.)	11,000	18,000	29,000
Engineering	12,500	21,000	33,000
Religious workers	5,000	6,500	9,500
Doctorate			
All fields	$12,000	$17,000	$27,000
College teachers	7,000	11,000	17,500
Engineering	16,500	24,000	36,000
Humanities	8,500	13,000	21,000
Medical and biological sciences	10,500	16,000	26,000
Physical sciences	13,000	19,000	29,000
Social science	11,500	16,500	26,000
Law	$10,000	$20,000	$34,000

Note: Estimates are for students entering college in 1985. They assume a 9-per-cent simple annual interest rate, deferment of repayments during the in-school period, a six-month grace period, and a post-1982 annual inflation rate of 5 per cent. Amounts are rounded to the nearest $500.

SOURCE: EDUCATIONAL TESTING SERVICE

Administration Won't Propose Changes in Higher-Education Act This Year

WASHINGTON

The Education Department does not plan to submit proposals to Congress this year to reauthorize the Higher Education Act because "it is highly unlikely" that lawmakers would act upon them this year, Gary L. Jones, Under Secretary of Education, said here last week.

He said the Administration made that decision because the Senate does not plan to consider such legislation this year. Sen. Robert T. Stafford, Republican of Vermont and chairman of the Senate education subcommittee, has said that he has no plans to work on a re-authorization bill until next year, when the act actually expires.

Mr. Jones told a conference of the Graduate and Professional Financial Aid Council, however, that the Administration would consider sending legislative proposals to Capitol Hill "should Congress show movement."

Rep. Paul Simon, Democrat of Illinois and chairman of the House Subcommittee on Postsecondary Education, hopes to move swiftly on legislation that would restructure the act substantially. Mr. Simon plans to introduce a measure late this month that would, among other changes, make Pell Grants an entitlement program whereby all eligible students could receive an award. Now, the number of students who receive awards is limited by the amount of money Congress appropriates for Pell Grants.

The maximum Pell grant would be raised to $3,000 a year from the present ceiling of $1,900, and the grants would pay up to 75 per cent of tuition costs, plus an allowance for other college expenses.

But some House Republicans have raised strong objections to some sections of the bill. Rep. E. Thomas Coleman of Missouri, the ranking Republican on Mr. Simon's subcommittee, and Rep. John N. Erlenborn of Illinois, the ranking Republican on the full Education and Labor Committee, outlined their concerns in a recent letter to Republicans on Mr. Simon's subcommittee. "The Simon proposal is diametrically opposed to the budgetary philosophy which has guided the Congress for the past three years," they said.

Some of their chief objections included

Continued on Following Page

Reagan Drops Sections of Security Directive That Scholars Said Threatened Free Speech

WASHINGTON

President Reagan last week suspended major sections of a controversial national-security directive that many scholars and members of Congress opposed as a threat to free speech.

White House officials said Mr. Reagan had agreed to suspend an order he signed last March that required federal employees and contractors exposed to highly classified information to clear their writings and speeches with a government reviewer before publishing them or delivering them in public.

A provision of the directive that would have greatly expanded the use of polygraph tests for federal employees was also suspended.

The Senate last year passed a measure that blocked enforcement of Mr. Reagan's order until April 15. Rep. Jack Brooks, Democrat of Texas, has introduced a bill that would permanently nullify the order.

A Congressional aide said White House officals were afraid the security order might prove to be an embarrassment to the Administration in this election year and in next week's Senate hearings on the nomination of Presidential Counselor Edwin Meese, III, to be Attorney General. Mr. Meese supported the order.

Mr. Reagan continues to believe that tighter controls are necessary to prevent the leaks of information important to national security, a White House spokesman said, but he wants to work with lawmakers to develop a compromise alternative to his order.

—KIM McDONALD

Bell Proposes Rules to Cut Incentive for States to Issue Student-Loan Bonds

WASHINGTON

Education Secretary Terrel H. Bell has proposed regulations that would reduce the financial incentives for states to sell tax-exempt bonds to raise capital for low-interest student loans.

The proposed rules, which appeared in the February 10 issue of the *Federal Register*, would require state student-loan authorities to "demonstrate that proposed bond issues do not exceed the gap, if one exists, between borrowers' need for credit and the loan capital available from other sources."

Although states do not need the department's approval to issue bonds, the department could, under the proposed rules, refuse to pay state agencies the full special interest allowance they normally receive on subsidized loans.

Lenders now receive the 91-day Treasury Bill rate plus a special allowance of 3.5 per cent. Under the proposals, the state agencies would receive only half of the special allowance on loans financed through tax-exempt bonds.

4 Bond Issues Rejected

Mr. Bell was instructed by Congress last year to insure that states did not sell excessive amounts of tax-exempt bonds. However, some lawmakers and state loan officials say the proposals would hamper states' efforts to provide Guaranteed Student Loans.

In recent months, Mr. Bell has been criticized for rejecting $1.1-billion in tax-exempt bond issues by four states and for delaying approval of nearly $1-billion in bond issues by more than a dozen other states. So far, a total of $466.5-million in bond issues in six states has been approved.

Sen. Robert T. Stafford, Republican of Vermont and chairman of the Senate education subcommittee, has been an outspoken critic of Mr. Bell's actions. He has charged that the agency has been too rigid in its interpretation of the Congressional mandate.

Last week he said he expected state lending agencies to fight the proposed rules, which would require them to submit detailed financial plans to the department before issuing tax-exempt bonds.

Mr. Bell has rejected the criticism, saying the newly proposed rules "impose no undue burden or insurmountable obstacle on an authority which makes a bona fide effort to comply with the law."

"The department's first and foremost goal is to insure that adequate capital is available so that no student is denied access to a loan," he said.

Drain on Tax Revenues

Mr. Bell is encouraging state agencies to seek loan capital from local or national banks or through the Student Loan Marketing Association, known as "Sallie Mae," rather than by issuing tax-exempt bonds. The Reagan Administration is trying to curb the use of such bonds in education and other areas because of the drain they create on tax revenues.

But Senator Stafford has argued that Sallie Mae favors banks that require large amounts of capital, so that state lending agencies are vital to provide capital for banks and other lenders that require smaller amounts of funds.

Many states hope to issue the tax-exempt bonds before the House Ways and Means Committee, and possibly the Senate Finance Committee, vote on legislation restricting the volume of tax-exempt bonds that states can issue.

—DONNA ENGELGAU

Student Debts

Continued from Page 13

interest and take up to 20 years to repay, if they can demonstrate a need to stretch out their payments. Similar legislation has been approved by the House of Representatives.

While the Department of Education is "sensitive" to students' rising indebtedness, the agency is troubled by the idea of raising loan limits and extending payback periods on Guaranteed Student Loans, said Gary L. Jones, Under Secretary of Education. He warned that many of today's students could still be paying off college loans when their own children begin college.

Mr. Jones said the present limits on guaranteed loans—$12,500 for undergraduates and $25,000 for graduate and professional students—were not overly taxing.

However, the E.T.S. report said those limits appeared to be too high for most groups of students, especially during the first years of repayment, if they are forced to pay back loans in equal monthly installments over 10 years.

The report said that while medical students have the greatest ability to repay their student loans, their comparatively modest incomes during residency training—about $22,000 a year on the average—make it difficult to even pay the interest. Therefore, the report suggested that physicians begin their loan repayments after the first year of professional practice. At that point, it said, a manageable total loan limit would be about $37,000, even under a 10-year repayment period with equal monthly installments.

School and college teachers and religious workers, who typically have modest incomes, are among those with the lowest manageable loan limits, the report said. It recommended that those students receive financial-aid packages that de-emphasize loans and include scholarships, fellowships, grants, and College Work-Study.

Although the report said a modest increase in borrowing limits is feasible for most students, it warned that an increase in loan limits for students who already typically have to borrow heavily—such as those in law, medicine, doctoral programs, and master-of-business-administration programs—could result in a legacy of unmanageable repayments.

Copies of the report, *Student Loan Limits*, cost $5 and can be ordered from Mail Stop 08-T, Educational Testing Service, Princeton, N.J., 08541.

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'In' Box

The notion that more information is not always better information may have special significance for people who make hiring decisions in academe and elsewhere, according to a psychology professor who has studied the interview process.

The professor, Robert L. Dipboye of Rice University, found in an experiment with student interviewers that those who did not look at written information about candidates ahead of time "made more reliable evaluations of the applicants' fit to the job and performance in the interview."

Although the results should be interpreted cautiously, Mr. Dipboye says, they suggest that interviewers who make hiring decisions should avoid previewing candidates' files. Interviewers' evaluations are already notoriously unreliable, he explains, and his research indicates that previewing leads to "prior judgments that may worsen the problem."

Many people believe, however, that previewing is helpful. Mr. Dipboye notes, so it may not be possible to eliminate the practice. He says there are other ways to improve reliability in interviewing—such as by having all interviewers use a common evaluation form or by giving the selection process more structure.

Academic departments, for example, should get their members together ahead of time, he says, and ask themselves, "What are we looking for? What is the job? What are we trying to build here?" From such questions should come a "common set of criteria" for interviewing candidates, the professor says.

His experiment is described in the February issue of the *Journal of Applied Psychology*. For a free reprint of the article, write to Mr. Dipboye at the Department of Psychology, Rice University, Houston 77251.

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How do pay raises for faculty members and administrators in higher education compare with those of other groups of employees?

One point of reference is the U.S. Bureau of Labor Statistics' annual survey of major collective-bargaining contracts in private industry. The latest survey, covering 3 million workers, found wage adjustments averaging 2.6 per cent for the first contract year and 2.8 per cent annually over the employees' lifetimes.

The gains were the smallest in the survey's 16-year history, the agency said. It also reported that prorated wage adjustments for all 7.8 million workers covered by major contracts last year were up an average of 3.9 per cent—another record low.

Academic employees seem to be doing about as well as the industrial workers, or better. The latest national survey of college administrators' salaries (reported elsewhere on this page) shows that the median is up 3.7 per cent in 1983-84. New data on faculty salaries are expected to be published soon, but the latest reported annual gain—for 1982-83—was 6.4 per cent.

Another benchmark, the Consumer Price Index, rose 3.8 per cent in 1983. Many experts, however, expect inflation to increase this year.

Personal & Professional

Administrators' Median Pay Rises 3.7 Pct. in Year, Slower than the Rate of Inflation

'Weighted averages' show gains of 4.9 pct. at private colleges, 3.7 pct. at public colleges

By ROBERT L. JACOBSON

WASHINGTON

Pay raises for college and university administrators barely kept pace with the rate of inflation this academic year, according to the latest annual compensation survey by the College and University Personnel Association.

A report of the survey, covering 1,515 responding institutions, showed that median salaries for administrators were 3.7 per cent higher last fall than in academic 1982-83. The results compared with increases of 6.4 per cent in 1981-82 and 10 per cent in 1980-81.

The percentages reflected "weighted averages," in which median salaries for different types of institution and different groups of related job categories were weighted according to the relative number of administrators in each position.

On that basis, the greatest salary gains among administrators came in private colleges and universities, where they averaged 4.9 per cent.

In public institutions the average was 3.7 per cent.

Calculations for 515 institutions that provided survey data for each of the past four years showed that weighted median salaries were up 4.2 per cent, compared with 7.1 per cent the previous year.

The federal government's cost-of-living index rose 3.8 per cent in 1983 and 3.9 per cent in 1982.

In percentage terms, some of the greatest salary increases this year were in positions related to medicine. Nurses in charge of student health services, for example, had increases of 18.5 per cent, while administrators of hospital medical centers had gains of 15.5 per cent. Deans of medicine had raises of 13 per cent.

Other positions with substantial increases included deans of social sciences (14.7 per cent), comptrollers and college chaplains (13.6 per cent), and deans of communications (13.2 per cent).

A table of median salaries for administrative positions in colleges and universities appears on the following page.

Raises of less than 1 per cent were reported for five positions—administrators of grants and contracts, deans of fine arts, directors of foreign students, directors of student housing, and registrars. A drop in the median salary was reported for chief physical-plant officers, chief planning and budget officers, deans of social work, and directors of development and alumni affairs. There was no change for directors of special and deferred gifts.

For all institutions combined, median salaries ranged from a high of $67,675 for chief executives of college and university systems to lows of $19,721 for nurses in charge of student health services and $19,913 for bookstore directors.

Raises for people in administrative affairs and student affairs averaged 4.3 per cent, the report said, compared with 3.7 per cent for those in executive affairs and external affairs. Administrators of academic affairs had raises of 3.6 per cent.

Officials of the association cautioned that the survey data were intended only to provide a broad overview, and that salary comparisons for particular groups of administrators could be misleading if they are not limited to similar institutions.

Distribution of the report, *1983-84 Administrative Compensation Survey*, began last week. Copies may be ordered from the College and University Personnel Association, 11 Dupont Circle, N.W., Suite 120, Washington 20036. The price is $25 for members of the association, $75 for nonmembers participating in the survey, and $150 for others.

Supplementary data on salaries for "second-line" administrative positions, reported for the first time a year ago, were not collected this year. Carin L. Luke, managing editor of the association, said that information would be reported again for 1984-85.

IRS Statement Questions New Benefits Approach

By SCOTT HELLER

A new and comparatively aggressive approach to fringe benefits that is being used by some colleges and universities has come under the scrutiny of the Internal Revenue Service.

In a sternly worded statement, the I.R.S. questioned a feature of some "salary reduction" plans, which in general allow employees to reduce taxable income before the year begins by setting aside some of their salary to pay for such benefits as medical care.

Institutions using salary reduction include Dickinson and St. Olaf Colleges, and Yale and Harvard Universities.

An I.R.S. spokesman said the agency was concerned that some institutions, in stretching the limits of the salary-reduction option, allowed employees to reduce their salaries after they had incurred expenses, and to receive nontaxable reimbursements—sometimes on a month-to-month basis.

According to the I.R.S., "so-called 'reimbursement,' 'flexible spending' and similar arrangements which purport to allow employees to pay their out-of-pocket medical, legal, dependent care or other personal expenses with 'pre-tax' dollars are without substance and do not reduce employees' taxable income."

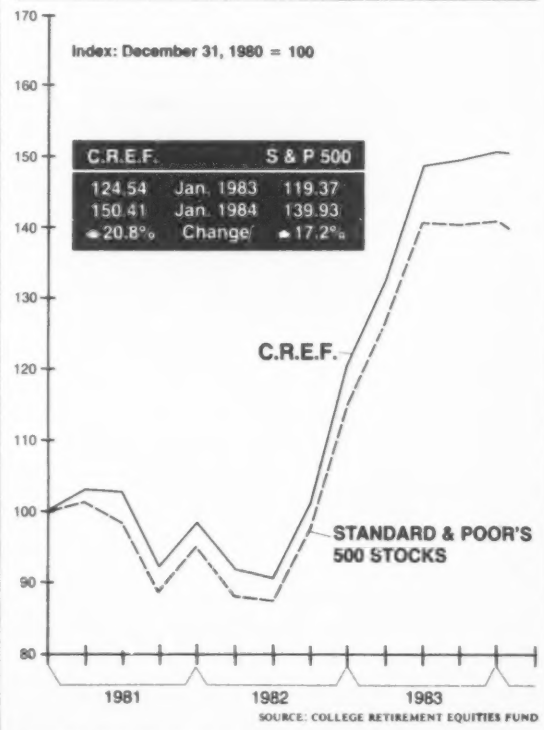
In such plans, the I.R.S. spokesman said, "the employer is simply relabeling income. The employee is getting a certain amount of money tax-free."

Revenue Ruling Hinted

The spokesman said the I.R.S. statement, which is not legally binding, was intended to "get the word out to taxpayers that these things are not legitimate." He indicated that he "wouldn't be surprised" if a revenue ruling codifying the limits on salary reduction was forthcoming.

Meanwhile, university representatives were waiting for further word. "I'm just shell-shocked," said Richard L. Silva, Yale's director of personnel. "We'll be doing everything we can to evaluate our plan. We expect to have a preliminary decision within a week or 10 days."

Pension Money in the Stock Market



SOURCE: COLLEGE RETIREMENT EQUITIES FUND

Pension funds invested in common stocks by the College Retirement Equities Fund had a total investment return (changes in market value, plus dividends, less investment expenses) of 20.8 per cent during the 12 months ending January 31. The value of one "accumulation unit" (share) for January was $66.50.